



# CONVOY DISPATCH

13

August 1985  
#54



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

## TDU Takes Legal Action to Win the Right to Vote

On August 9, TDU filed a brief with the U.S. Department of Labor to have the current method of selecting the Teamster General President declared illegal. The action came two weeks after the Justice Department disregarded all recommendations and stated that they would not bring Jackie Presser to trial for operating a "ghost employee" scam out of his Cleveland Local 507.

The TDU action seeks to have all delegates to the May 1986 Teamster Convention in Las Vegas elected directly from the ranks of local unions early next year. This would mean that Teamster members would have the opportunity to choose delegates to the convention and, most important, support candidates who are willing to take a stand on issues like direct election of officers, majority rule on contracts and increasing strike benefits. While the suit will not itself win the right to vote for IBT officers, it could pave the way

for that victory at the IBT Convention.

The legal action was prepared and filed by attorney Arthur Fox, and carries the support of the Association for Union Democracy.

TDU Co-Chairman Doug Allan said about the legal action, "This is probably the most important legal action TDU has ever filed. This is what it's all about—getting back control of our union."

The present "closed door" system of delegate selection results in over 90% of the delegates being fulltime union officials. The IBT is the only major union to use this system, which was rammed through at the 1961 IBT Convention. Before that time, we had the right to elect our delegates.

The TDU action makes it clear that it is not only the Justice Department who has cut deals with top IBT officials. Attorney Fox points out in his brief: "Apparently the Labor Management Services Administration initially rec-

ognized...at least that the Teamster practice of electing its national officers was illegal...However, on February 5, 1981, shortly after the new administration took office, a secret meeting took place between certain high level officials and representatives of the IBT. It was after that meeting that the rationale...was developed in order to perpetuate the policy articulated in the interpretive rule, which, in turn, excluded any meaningful participation by Teamsters in the election of their national officers."

Fox also notes that this deal was

"contrary to counsel given by professionals within the (Labor) Department."

By law TDU must file this action first with the Labor Department rather than going straight to court to win the right to vote. "But we will pursue this to the end," noted Pete Camarata, TDU Co-Chair and delegate to the last three IBT Conventions.

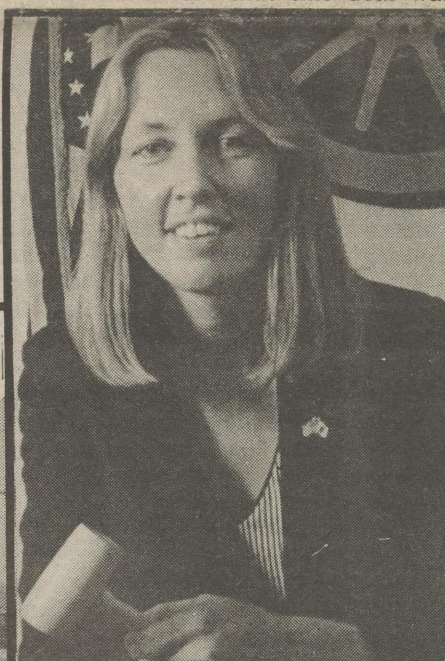
If you agree, join TDU to help. And, better yet, be in Chicago October 5-6 for the Rank and File Convention, where the full campaign for the Right to Vote will be kicked off.

### National Strike Against Givebacks



On Friday, July 26, 22,000 Teamster carhaulers set up picket lines. A week earlier the International announced that 81% of the 14,000 members who voted had rejected the employers' offer. That offer had been enthusiastically recommended by Presser in a letter with the ballot.

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### I'll Be There

Linda Gregg  
Secretary Treasurer, Local 435  
Denver, Colorado

*I look forward to attending the 1985 Rank and File Convention to share our experiences and see the many good Teamsters who will be there.*

### Denver TDUser Wins Again

On June 24 Linda Gregg was again elected to the post of Secretary Treasurer of Denver, Colorado Local 435, the largest IBT local in the Rocky Mountain states. She was originally elected last December, but the IBT General Executive Board ordered the election rerun after the defeated incumbent protested that the election that he himself had run was unfair.

In the rerun of the election, Local 435 members made their wishes crystal clear. Gregg's three running mates all won easily (they had lost in the first race), and her margin of victory rose from 47 to 308 votes.

Gregg said, "Now that the election is over we are working hard to make this local strong, proud and democratic." Gregg is an elected leader of TDU as a member of the TDU International Steering Committee. Local 435 is now the largest IBT unit headed by a woman Teamster.

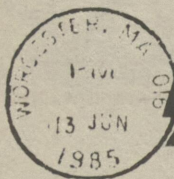
### Victories for Atlanta TDU

*"We started out a year ago with five people sitting at the kitchen table wondering how we could make life a little easier at McLean."*

Since that kitchen table meeting described by Atlanta TDUser Dennis Carlson, the Atlanta Chapter has won some startling victories. After the Atlanta Chapter officially got off the ground, labor board

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# From the Members

## Jackie's Name is on the Contract

The following letter was sent to Jackie Presser concerning the carhaul contract. We reprint it here, along with a letter addressed to fellow carhaulers.

Dear Jackie Presser: This letter is to let you know my personal feelings and those of most of my brother and sister carhaulers in the country. My enclosed letter and newspaper clipping, I feel, hit the nail on the head.

I was told by my business agent, Ernest Tusino, that at the emergency meeting, called by you in Washington, D.C., you and Ernest Tusino were the only ones who thought the contract was no good. You also informed the people at the meeting that you had not even read the proposed contract.

Every carhauler received a copy of your letter stating it was a good contract and containing these ballots.

Jack, I seriously think that the man you gave the power to sign and/or rubber stamp your approval on any document should be removed from office at once. Think about it, if he were to stamp your name on a check and clean us all out. Now you might say that that would never happen, but the truth is on the contract he just stamped your name on.

Brother and Sister Carhaulers: In the last few weeks I have been to many meetings about the contract, and have now stood on the picket line for over a week. It was hard to figure out who this contract was for and who was going to make the most money from this contract, but you guessed it, it will not be you or me. I don't think I have to say much more than this whole thing stinks like fish.

If you are thinking of voting for any offer that has half-rate or any other givebacks in it, then be sure to tell the waitress that you have a half-rate load on and would like to get your \$15 dinner for \$7.50. Or plan to ask the

dealer whose \$10,000 car you are dropping off if you can get it for \$5,000. Think about this and vote no until we get a fair and decent offer.

Carlton de Almeida  
Steward, Local 170  
Anchor Motor Freight  
Framingham, Massachusetts

## Dilemma for Los Angeles Local

Quite often I attend Los Angeles Local 208 meetings with my husband, who serves as trustee of the local. I have always been impressed by the freedom enjoyed by Local 208 members to express dissent, especially after hearing so many stories about locals that don't even hold meetings every month, or even worse, locals where members are not allowed to speak out.

So whether Local 208 members realize it or not, the local is quite unusual and special. It also needs all the support members can give because membership is declining and the local is in financial trouble.

At a July 21 meeting the executive board motioned for an amendment to the bylaws that would reduce the BAs down to one for every 500 members. This motion was made in an effort to keep the local from further financial distress.

I would like to compliment the BAs who so unselfishly stood up in support of this motion even though it would mean one of them losing a job. Most members spoke in favor of the motion, though some spoke against. One of the members who dissented gave his reason for opposition that TDU and Doug Allan were being hypocritical. Sorry Brother, I'm all for dissent but more for truth and honesty.

For the past ten years my life has been involved in the union and TDU. Why would anyone join an organization that has been accused of being communist, socialist, union busters,

etc.? Is it for glory? I think not. In the early days of the labor movement union members were called communists and even lost their lives. Was that for glory? I think not.

TDU has consistently proven to me their support for the union and, more important, for bringing the union back to the members.

My husband has been a big part of the TDU movement, sacrificing family, health and money—as have so many in TDU. Hearing him and others get blamed for the executive board's attempt to save the local was too much. There was an alternative suggestion offered — that local 208 raise dues as a way of preserving the local, which is the only other way to solve the problem. Incidentally, the executive board's motion to cut the number of BAs did not receive the necessary 2/3 vote.

Whatever the outcome, I do hope that the first concern of all Local 208 members is not what they personally want, but what is the best way to save the local.

Mary Allan  
Los Angeles, California

## Make Our Union Strong Again

More people have got to unite and get behind the union. We also have to get behind TDU to keep our union strong, and most important, honest. The union is only as strong as the people in it.

E.J. Smith  
Local 63  
La Habra, California

## West Coast Office

For members in the western states, our San Jose, California office is available to serve you. To contact the west coast office, call (408) 971-1035; or write TDU, PO Box 8548, San Jose, CA 95155.

## TDU Steering Committee

### Co-Chairs:

Doug Allan, #208  
Mike Belzer, #705  
Pete Camarata, #299  
Cliff Coonley, #600

### Organizer:

Ken Paff, #407

### Trustees:

Mike Friedman, #407  
Konstantine Petros, #20  
Maralee Smith, #142

### Members:

Emil Abate, #853  
Barbara Boriotti, #804  
John Braxton, #623  
Manuel Diaz, #679  
Brian Elliott, #966  
Linda Gregg, #435  
Jim Wardell, #710

### Alternates:

Kyle Ray, #413  
Sam Fenn, #63  
John O'Brien, #445

**MOVING?** Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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## Who We Are

**CONVOY DISPATCH** is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1984 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

## Rank & File Bill of Rights

**I. DEMOCRATIC BY-LAWS.** All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT HOUR DAY AND FIVE DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

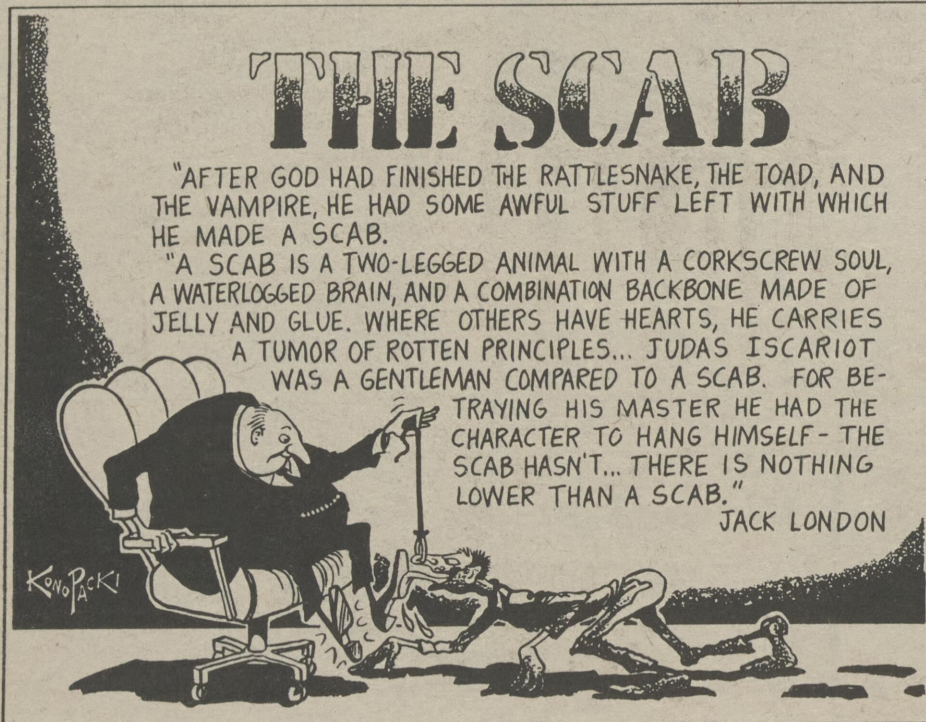
**X. END TO DISCRIMINATION.** Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

## THE SCAB

"AFTER GOD HAD FINISHED THE RATTLESNAKE, THE TOAD, AND THE VAMPIRE, HE HAD SOME AWFUL STUFF LEFT WITH WHICH HE MADE A SCAB.

"A SCAB IS A TWO-LEGGED ANIMAL WITH A CORKSCREW SOUL, A WATERLOGGED BRAIN, AND A COMBINATION BACKBONE MADE OF JELLY AND GLUE. WHERE OTHERS HAVE HEARTS, HE CARRIES A TUMOR OF ROTTEN PRINCIPLES... JUDAS ISCARIOT WAS A GENTLEMAN COMPARED TO A SCAB. FOR BETRAYING HIS MASTER HE HAD THE CHARACTER TO HANG HIMSELF—THE SCAB HASN'T... THERE IS NOTHING LOWER THAN A SCAB."

JACK LONDON







# Washington Watch

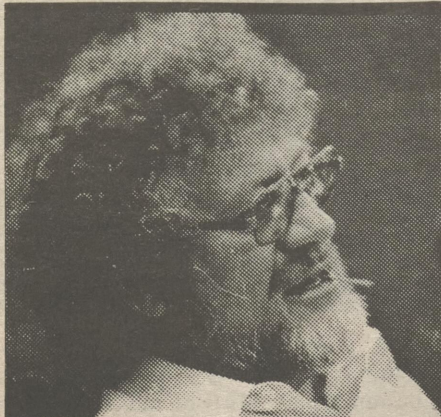


Photo by Jim West

## I'll Be There

Dewey Wherry

Penn Truck Aids (DuPont)  
Local 175, Charleston, West Virginia

*When did I get involved in TDU? For me it all began at a B.S. session at the Windmill parking lot in Wheeling, West Virginia. We were Teamsters for a Decent Contract then. Now as Teamsters for a Democratic Union, we wear the white hats. As a TDU member, my brothers' problems are mine. Even my business agent knows what we stand for: that we are not only the backbone of the union, but also its conscience. Again this year I'll be at the TDU Convention. You should be, too.*

**Notice:** Proposed amendments to the TDU Constitution may be submitted by any TDU member, but must be submitted to the TDU office no later than September 5, 1985 (30 days prior to the convention). They will then be submitted to the convention for a vote, and if passed by a majority, shall become effective immediately.

## When Can You Record Conversations?

# Tape Recordings: Your Rights

*TDU members often ask when it is legal to tape record phone calls and conversations, both openly and covertly. In this article we provide some answers to these questions.*

Taping conversations on the phone is governed by both federal and state laws. A federal statute makes it illegal to tape conversations without the consent of one of the parties or if the taping is for illegal purposes. In most states, for example New York and New Jersey, it is permissible to tape a conversation if one party consents. Thus you may make tapes of conversations on your phone in these states. In other states, however, it is illegal to tape any conversation unless both parties consent. California and Michigan have such laws. In still other states, it is illegal to tape conversations without the permission of both parties unless the conversation is one in which there is no reasonable expectation of privacy.

Even in states where it is illegal to tape conversations without the consent of both parties, such tape conversations will still be admissible as evidence in many types of proceedings. For example in California, a conversation taped without the consent of one party will still be good evidence in criminal proceedings and actions before the NLRB. However, the use of such evidence may subject the taping party to civil and criminal penalties. In some states the penalties are minor and may only involve small fines.

### Taping Conversations Off the Phone

Again local law governs and varies

from state to state. In California taping of conversations anywhere is illegal unless done with the permission of both parties. In other states where it is illegal to tape phone conversations without the consent of both parties it is not a violation of the criminal law to tape other conversations in which you are involved. And of course, it is legal to tape any conversations in any state if you obtain the permission of all parties.

### Union Disciplinary Hearings

The law is established that if your union does not provide for a verbatim transcript of internal union disciplinary hearings, you have the right to have the proceedings recorded either by taping or the use of a court reporter. If the union does provide free use of a court reporter you can not insist on any supplemental recordings.

### Disciplinary Hearings on the Job

There is no firm answer to the question of whether an employee has the right to demand to be allowed to tape a disciplinary interview or whether one can legally make such a recording without the employer's knowledge. However, in those states where it is always illegal to tape without the permission of both parties or where it is never illegal to tape as long as one party consents, these laws will apply to disciplinary interviews. In a recent case a Federal Court ruled that under Pennsylvania and Texas law an employer had no reasonable expectation of privacy in a disciplinary interview and the employee's covert taping of the conversation was protected.

### Grievance Hearings

The NLRB has ruled that neither the union or the employer may insist on a verbatim recording of a grievance hearing and if they do insist to the point of impasse it may be an unfair labor practice. Nevertheless, a covert taping would probably come under the same scrutiny as other tapings and will generally be admissible as evidence at NLRB hearings. Whether or not it is illegal will again be determined by state law.

For specific information regarding your state laws on tape recordings contact the TDU Washington Office.

## Washington Office



This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU  
2000 P Street, N.W., Room 612  
Washington, D.C. 20036  
(202) 785-3707

## Legal Briefs

### TDUer Wins NLRB Charge Against Union Buster.

Long-time TDU leader Mel Packer of Pittsburgh, Pennsylvania won a major NLRB case on June 24, 1985 when an NLRB judge ordered Emeryville Trucking to reinstate Packer with backpay, and provide backpay to 31 drivers who were laid off in September 1981.

"It's been a long time coming, and I hope it will provide a large settlement especially for the drivers who refused to work for his non-union company and were jobless for a long time," Packer told CD.

Emeryville Trucking was a fleet owner providing trucks and drivers for Helms Astro's steelhaul division. They claimed they were not the employer of the men, but that Helms was. The judge ruled that Emeryville cancelled the leases and laid off the 31 drivers because of a \$15 grievance filed and won by Packer. It also came out in the trial that Emeryville owners John and Phil Rezzatano then started up Team Trucking as a non-union outfit.

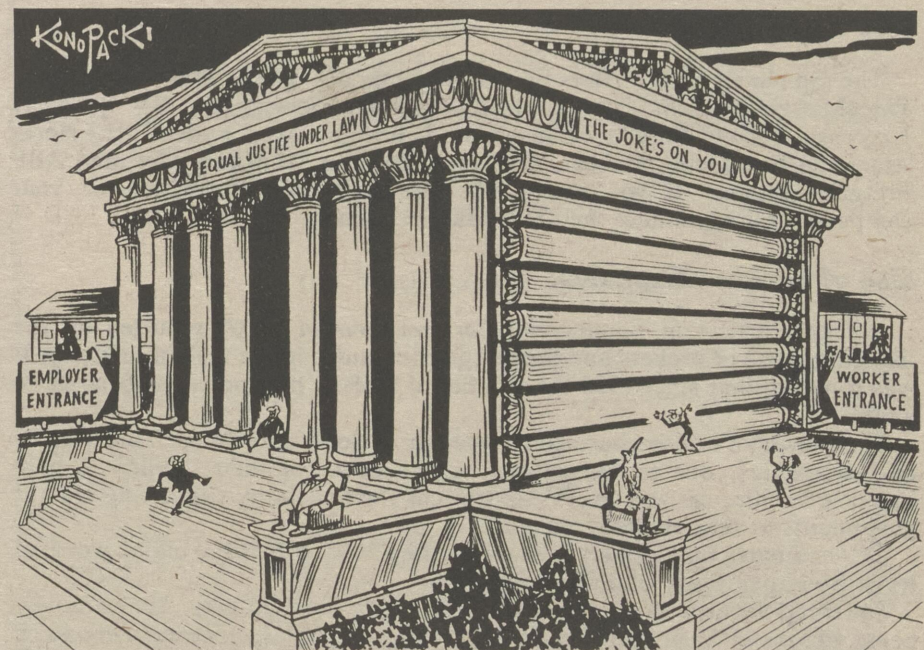
Packer attempted to get Teamsters Local 800 to take the issue of union busting seriously at the time, but they did little. He then filed the NLRB charge in an attempt to get relief for the drivers. Packer was disabled for a long time after these events and has been attending school for the past two years retraining for work in the health care field. It is unclear how far the case will be appealed by Emeryville in its attempts to stall paying the award designated by the NLRB.

### Supreme Court Says No Fines for Scabs.

On June 27 the Supreme Court voted 5-4 to outlaw regulations that prevent members from quitting the union during strikes by fining them for scabbing. The part of Article 19, Section 7 of the IBT Constitution which regulates

quitting the union for the purpose of scabbing is no longer enforceable.

TDU submitted a brief to the court in November 1984 in an attempt to preserve our union's right to discipline scabs, and the court minority who voted with the labor viewpoint used a lot of that brief in their decision. It was the NLRB's new direction that changed its policies on this matter which led to the court decision.



THE SUPREME COURT



## Fremont, Indiana Local 414

# Strike Forces CF to Live Up to Contract

CF is a large and powerful company. They're not easily bluffed, but they do understand power. The power of the union is its power to withhold members' labor. The power of the union rests in its ability to hurt employers where it really counts—in their pocket-books. Our union seems to have forgotten that they must flex their muscles in some situations and use the power of the union.

The following story is a shining example of what a tough, strong union can do. Examples like this should give hope to all Teamsters that the union can work for us. It should be an example of what it takes to end double-breasting, the use of non-union owner-

operators and brokers taking on union freight, productivity harassment and all the problems we face today. We strongly endorse when locals and the International Union take a tough stand, and we salute all involved for their courage and their actions in the best interests of unionism.

The CF breakbulk in Fremont, Indiana is infamous. Drivers from all over the country know that Fremont management is the most ornery and anti-union in the country. For the past few years there has been almost constant guerrilla warfare between the employees and the company.

In 1984 a reform slate was elected in Local 414 which ended years of cozy

## Freight Lines

### Drug Testing Abuse Continues.

The number of suspensions and firings based on questionable drug testing continues at an alarming rate. If you are requested to take a urinalysis, keep the following things in mind: 1) Carefully note who takes the test and how your sample is sealed and marked, and have it signed by the doctor and supervision. 2) Have your own test taken. It may cost a few bucks, but it will safeguard you. 3) Contact the TDU office for further advice.

### Jackie Presser and the Tooth Fairy.

In the June-July issue of the *Ohio Teamster*, Jackie Presser took the time to set all of us straight on concessions. After a brief description of the difficult economic times Presser proudly proclaimed, "Teamsters do not accept givebacks." Of course this will come as news to Teamsters at Ryder/PIE, McLean, Halls, and many other carriers negotiating sweetheart deals at this very moment. If that wasn't enough, Jackie rubbed our faces in it by also saying, "We do not accept two-tier agreements."

Sure Jackie. We believe in the tooth fairy and Easter bunny too. Not to mention the Justice Department.

### Spend Officers' Salaries on Organizing.

The number of private fleets with non-union drivers continues to increase. 60% of all private fleets are now operating non-union. That's compared to 54% in 1983 and 51% in 1982. The question of organizing the unorganized is no longer a matter of good union principles, but a matter of survival. If some of the money spent on officers' salaries was put into organizing efforts, perhaps there would be a better shot of signing up some new Teamsters.

### Top Ten For-Hire Carriers.

The top ten for-hire carriers by total revenue for 1984 in order are: United Parcel Service Inc., St. Charles, IL; United Parcel Service Inc., NY; Roadway Express; Yellow Freight; Consolidated Freightways; Ryder/PIE; North American Van Lines; McLean Trucking; Overnite Transportation; and ABF Freight Systems. If you would like the financial information or your company's rating contact the TDU office in Detroit.

### Use of Brokers Explodes.

A recent article in *Commercial Carriers Journal (CCJ)* reported on the expanding use of brokers and brokerage companies in the freight industry. It was reported that since 1980 the number of brokers has increased from 60 to 4,500.

The growth of brokers has been caused by easier access for such individuals and companies, due to deregulation and because of their "ability to help increase for-hire carriers profits and to cut fleet costs by expediting freight movements at reasonable rates...."

CCJ estimates that brokers are now hauling 20% of the \$100 billion worth of truck freight shipped annually in the U.S.

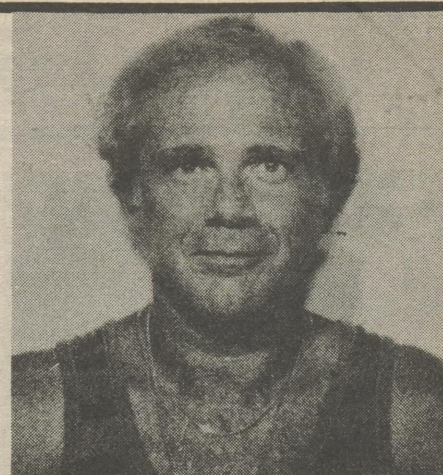
The trend towards monopoly also affected individual brokers. They are now being absorbed by large firms, brokerage companies, leasing companies (such as Rollins and Ryder). CCJ also speculates that individual brokers will possibly be absorbed by subsidiaries of private for-hire carriers.

## I'll Be There

Joe Saroli

Shop Steward, Elk Transportation  
Local 807, Farmingdale, New York

Being a Teamster member in the freight industry for 23 years is all the reason I need for coming to the TDU Convention this year. I have seen my contract deteriorate, and take away from me what I was once proud of. To me TDU is the right direction to help turn things around and put us back in the mainstream of American life.



relationships between former Sec.-Treas. Freeman Busche and CF. The new administration has geared up to clean up the mess left at Fremont.

CF management, used to getting their way, reacted very strongly to the new administration, and even went so far as to refuse local officials access to the terminal and would not officially recognize the current administration as representatives of their employees.

The final straw came in January when CF removed the vending machines from the breakrooms. The union grieved and finally won, but CF wouldn't comply. Years of frustration had led to a battle over the vending machines.

The company was put on strike notice on Thursday, July 25. On Tuesday, July 30, Local 414 members set up the picket lines in an officially sanctioned strike with the complete cooperation of the Indiana Conference of Teamsters and the International. A show of power had become necessary.

Reports from the picket line indicate

100% participation from the dock—including casuals. The picket line was announced by word of mouth, and in only four hours the members had been mobilized to show their strength. Even the road men, who weren't affected by the loss of the vending machines, showed up in support. True to form, CF management continued to play hard ball: at least two picketers were run over by management crashing through the picket lines in their cars. The line held tough.

On Wednesday, July 31, after exactly 24 hours on strike, CF gave in completely. On the next day vending machines were returned to the breakrooms and, more important, the union had shown that with unity and strength even a giant like CF could be beaten.

The battle has been won, but the war may continue. CF knows that things aren't the same in Fremont. And, with this show of strength, the war may not be necessary.

## Portland Garrett Re-Writes the Dictionary

Jack Newberry and John Vining  
Garrett Freightlines  
Local 81, Portland Oregon

The Portland, Oregon Garrett ANR breakbulk terminal is rewriting the dictionary. They've brought in a team of eight efficiency experts from across the country to study the dock and local delivery operations. Their definition of "efficiency" is pretty strange—and not very efficient.

First, while trying to slim down the city board from 100 to 80 Teamsters, they have boosted the number of supervisors to 26, not counting the efficiency experts. Sound efficient? They also have everyone in the office stopping every 15 minutes to record what they did in the last quarter hour, and have removed the chain that used to run around the dock and replaced it with a cross-dock system which has cut production in half while doubling the work.

Worst of all, they have started an active campaign to force the higher seniority members out altogether. The 7:30 am start time has been cancelled and the 1 pm start now has only three bid slots. This means that all senior men have to choose between going on nights or taking their chances as on-call workers.

Of course plenty of drivers are still needed to deliver freight during the

day, but they are forced to babysit the phone to get work. If you are not there when they call it is counted as an absence.

Why is Garrett doing this? Certainly not for efficiency. The bill count has plummeted since the implementation of this system. As far as we can figure they have two reasons: they want to bring in the 70% new hires that Jackie Presser gave them, and they want to break our spirit.

This used to be a good place to work and we want to make it that way again. The support group we have has been made up mainly of lower seniority workers on nights who have taken the brunt of the harassment. But now the company is forcing older workers to become active as well by trying to drive them out.

The company's new attitude has also pushed many of us to try to include our wives in the support group. Many of us felt that they wouldn't be interested, but they are asking why we waited so long to include them as all this on-call work has been as hard on our families as it has on us.

So much for Garrett's definitions. Maybe they should go back to the dictionary and look up "respect" and "dignity" and it will help them understand "efficiency" and "production."



## Ink Not Even Dry

# Companies Tear Up Freight Contract

The new freight contract is already under attack by major employers, especially regarding the use of casuals. These attacks are aiming at punching big loopholes in the contract to get further concessions on wages, hiring, and seniority rights.

**Employers invent casual road rate.** Transcon, CF, McLean and others have begun paying casual road drivers 27-28c per mile, which is not permitted under the NMFA. The lower casual rate of \$11 per hour is clearly titled "casual employees—hourly paid" and provides a low rate **only** for hourly paid (city, dock) work.

Grievances have been prepared (some with the help of TDU) which will be coming up at the next Joint Area Committee (JAC) grievance hearings

in the area conferences.

Since the contract is so clear, it should be won. But a Titan message to all locals in the Eastern Conference from International Director Joe Trerotola on July 16 has caused some concern because of its wording—"This issue has not been resolved and therefore you are not to agree to any such (casual road) rate until you are instructed to do so."

**Employers turn seniority employees into casuals.** The same major employers have also tried this trick: laid-off road drivers are paid the \$11 casual rate when they work the dock or city. The clear language of the contract states that the \$11 rate shall not apply to people on the regular seniority list, and that casuals are defined as

employees who do not have seniority or benefits, whereas road drivers have both. They also are subject to discipline or discharge while working the dock or city. This issue is also headed for the JACs.

**The provision for hiring casuals is not being enforced.** Under Article 3 Section 2B(4), by July 10 each terminal manager must submit to the local union a full listing of all casuals used in June, their names, dates and shifts worked, and name of the employee they replaced, if any. Same by August 10 for the month of July, and so on. And for every 30 shifts or tours worked casual in 60 days, over and above replacements, they must hire one probationary employee.

This provision is reportedly not being enforced in some areas and casuals are being used in excess of this figure. This clause depends upon locals, BAs, stewards and active members making sure the reporting is done accurately and the contract enforced. Because of the lawsuit TDU filed on the contract vote, casuals also have the right to inspect those reports.

**Employers in the south fire employees to use casuals.** As soon as this contract was signed, thousands of employees on long term layoff lost their seniority. The new contract removed the extension of seniority from Article 5. In the Southern Conference, such employers as Roadway, American Freight, and Ryder/PIE have abused this provision to get rid of employees on layoff but who have worked regularly. In Chattanooga, Roadway cut loose dock men who had made some \$15,000 last year while on letter of layoff. They then called them right back into work at \$11 an hour with no benefits and no seniority!

At the July Southern Conference



## I'll Be There

Steve Cox  
United Parcel Service  
Local 710, Lizdon, Indiana

*Due to the pursuit of profits, growth, and other special interests on the part of companies, employees will always be threatened with situations of inequality and injustice. This is a basic fact of life, and it's the reason we have unions. But, unfortunately, unions today have their own special interests.*

*The TDU is our only true friend, and their only special interest is in protecting us from transgressions that we are subject to.*

JAC meeting a Ryder/PIE employee who worked over 900 hours last year for his employer lost his grievance (and his job, to an \$11 casual) when the panel told him he needed to have at least 1000 hours!

All of these are attempts by the employers to use even more casuals and turn seniority workers into cut-rate casuals. The contract concessions were bad enough—it will be very important that we not let the new contract get even worse by rewriting it at this point.

## Local 705 Contract Settled

# Chicago Cartage Hit By \$9 New Hire Rate

After four months of secret negotiations the Chicago Local 705 Executive Board has emerged with the worst contract in the history of the Teamsters Union. Our old "union scale" of \$13.31 per hour in freight and cartage has been shattered by a two-contract, ten-tier agreement. Combined with our officers' willingness to allow management to team up between contracts on individual workers and individual barns, Peick's union-busting drive seems complete.

For months Local 705 officers talked tough. They talked about "the biggest strike in history." Peick swore during the last election that he would not give the companies a dime.

### 40% Pay Cut

Freight drivers will get the same shaft as provided by Presser's NMFA. Cartage (local and Chicago-based) drivers will get *another* three year wage freeze. Drivers laid off more than 6 months are frozen at \$11. However, the kicker is a \$9 per hour new hire rate, frozen for three years. Anyone who was laid off or fired from one company will become a \$9 per hour man at his next employer, losing 40% of his wages. In addition, cartage drivers lose almost \$150 of vacation pay, one sick day, and one holiday.

Assuming a 40 hour work week, *this cut represents an annual loss in salary of \$12,741.* Top pay for "new hires" will be only \$18,360 for a full year of work. That's only about \$6,000 over the poverty line for a family of four. Now we will be able to compete with the scabs—by working for less than them!

### Teamsters Treated Like Mushrooms

Freight and cartage drivers had no warning from Local 705 that this was coming. There were no meetings, no information on contract terms or demands, and no information about an unprecedented split in the contract. When ballots went out some drivers

got them and some did not. Some drivers who got the "scab" contract were even told not to vote them and that they would get a new set of ballots. Casuals were told they would not get ballots at all. In fact, Local 705 attorney Sherman Carmel even admitted that negotiations are not over. Members are actually voting on a contract that has still not been worked out. Their votes give Local 705 a blank check to make more back door deals.

The only real warning that these cuts were coming came from TDU's candidates in last fall's elections. At that time, Peick's opponents warned the membership that Local 705 was so weak it would have a tough time negotiating any contract at all. They called for a new type of unionism—active, aggressive, and democratic. The elected stewards' council that they proposed would have given 705 members the edge in contract negotiations. They promised to put *real* organizers on the street to get the "gypsies" into the union. We can't fight scabs by becoming scabs.

### What We Need

The time has come for all real union people to get with the TDU program. Only TDU has the program to stop the backward march. Only an active and aggressive union can bring the members together again. Here's what we need:

1. Elected stewards.
2. Strong stewards' council.
3. Aggressive organizing.
4. Democratic union meetings.

Louis Peick and his boys showed the companies their yellow streak. Don't show them yours. Join TDU today.

TDU not only opposes these cuts, but opposes the dishonest tricks used to get them. We are investigating legal action to overturn this vote due to the illegalities. If you have information or ideas, contact us at (312) 383-8569, or write us at P.O. Box 87228, Chicago, IL 60680.

## JOIN TDU

**Be part of the solution. Do your part to help the organization of Teamsters working to make our union great again. Join TDU today!**

### TDU Membership Application

Name \_\_\_\_\_ Local Union # \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/Prov. \_\_\_\_\_ Zip \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Company \_\_\_\_\_  
Area Code

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐  
Construction ☐ Production ☐ Other \_\_\_\_\_

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

**Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210**

(TDU membership is kept confidential from employers and union officials.)



# What Changes Do You Want to See in the IBT Constitution?

Doug Allan  
TDU Co-Chair

Trustee, Local 208, Los Angeles

There is only one chance every five years to change the Constitution of the International Brotherhood of Teamsters, and that is at the IBT Convention. This event is coming up next year tentatively set for May 19-23, 1986 in Las Vegas, Nevada.

Teamsters frequently ask us, "How can we get the right to elect our International President?" and similar questions. The answer is: the IBT Convention is the place to do it!

There will be a Constitution Committee established prior to the Convention but it is chaired by (you guessed it) Jackie Presser. The suggestions that come from here are predictable.

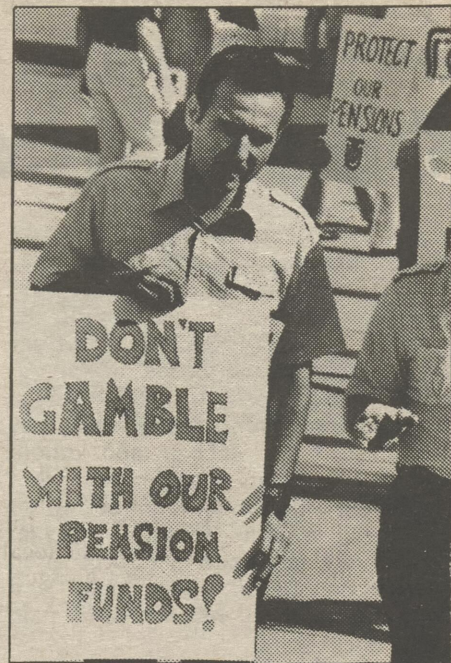
But it is not difficult to get amendments to the IBT Constitution onto the floor of the convention, properly made and seconded by convention delegates. The officers of your local will be delegates to the convention (the number depends on the size of your local—one for the first 1,000 members, and then one more for each additional 750 members). In some large locals there will be special delegate elections.

*These delegates represent you, legally and morally.* You have a right to make motions at your local union (at a later date) to recommend how they vote on issues, and have a right to question them about their stand on these issues. And, if there is a delegate election in your local, you

have a right to run in that election.

Until we get enough delegates at the IBT Convention who are willing to speak up we will not win a stronger, more democratic union. TDU is making plans *now* for the IBT Convention. Our own TDU Rank and File Convention will take place in Chicago on October 5&6. We will make our plans for the IBT Convention at that time and you are invited to participate.

We are starting by asking for *your* input on the most important issues to be brought before the IBT Convention, the Amendments to the Constitution and Resolutions you feel are needed. Please take the time to complete the survey at the bottom of the page and mail it to the TDU office. Your name will not be used or publicized.



TDUers at the 1981 IBT Convention. Rank and file Teamsters will be back in 1986.



## I'll Be There

Gerald Bond  
Yellow Freight  
Local 407, Cleveland, Ohio

*I was so charged up by attending last year's TDU Convention that I promised myself that I'd attend every convention from now on.*

*The TDU office just let me know that I am the first paid-up registrant for this year's convention. What's holding up my brother and sister members? Register now to be in Chicago.*

## NLRB Slaps McLean, Local 728 Over Harassment

# Atlanta TDUers Win Victories

*continued from page 1*

charges were filed against McLean for the undue harassment, suspensions, and an eventual firing of TDU members who had organized to end the productivity harassment. In the course of the investigation, Local 728 was also implicated in discriminating against TDU members, refusing to follow up on good grievances, and even physically harassing members. An eight month investigation followed and the case was brought to trial in early July. After five days of testimony before the Administrative Law Judge, Local 728 and McLean agreed to a settlement which was a sweeping victory for all Teamsters at McLean and in Local 728.

First, Teamster Emmanuel Walker, who had been fired on trumped up

charges, was given a \$10,000 settlement, which was paid immediately. Four other TDUers who had filed with the board were given back pay and the elimination of all disciplinary letters.

The company was ordered to post a notice saying they will not interrogate, threaten with reprisals, or threaten with discharge any employee for joining TDU or being involved in any union activity. The notice also states the company will not interfere with employees passing out TDU literature; will not restrict bulletin board rights, move employees to different job classifications, issue warning letters for TDU membership or union activity, or suspend employees for concerted union activity; will not discharge employees for TDU membership or concerted union activity; and finally stated that all McLean employees are free to become or remain members of Local 728 or of Teamsters for a Democratic Union.

The union wasn't let off the hook for their discriminatory actions, either. As part of the settlement the union agreed to get a job for Emmanuel Walker at Yellow Freight which would be monitored by the judge for a 60 day period. The union also is to post a notice at the hall saying that they will not interrogate members about their affiliation with TDU, threaten poor representation for TDU members, or physically assault TDU members; and they will not fail or refuse to fairly represent employees in the processing and arbitration of grievances because of their TDU membership.

Several TDU members from different companies were on hand at the trial to support their brothers, a show of strength that upset company and union officials alike. When McLean lawyers and management asked why these members from other companies were allowed in the hearings, the judge replied harshly that this was still a free country and all interested members would be allowed to sit in on the trial. After terms of the settlement were agreed upon, the union asked that no publicity be allowed on the

settlement. The judge firmly denied their request.

Local 728 Tries to Gag Their Members

This wasn't the only incident of Local 728 trying to stop legal dissent and discussion within the union. Internal union charges were brought against brother Dennis Carlson asking for his expulsion from the union for helping to write an article in the March-April *Convoy Dispatch* which described a Local 728 meeting and bylaws vote. The charges were brought for revealing matters brought up at that meeting and for a violation of the Teamsters oath. A trial was set up before the ten days required by the IBT Constitution for such internal union hearings. Immediate legal action was undertaken by attorney Paul Levy, setting back the hearing and ending with all charges being dismissed against Brother Carlson.

The matter hasn't stopped there, as TDU attorneys are pushing for the deletion of Local 728's bylaw which states that members cannot reveal "secret" business from local union meetings.

Sam Grant, a dockworker at McLean and one of the founding members of the Atlanta chapter, said of the recent victories, "You know, Jackie Presser talks about how much job security we got in the last contract. Well, I'll tell you, this labor board decision and the help of TDU and all our brothers and sisters gives us more security than that piece of paper. Local 728 has been told they have to represent us better, they have to start recognizing our grievances. I guess it shows that if you're a TDU member you're better protected under the law, at least at McLean and in Local 728. We need more members, and they need us. There's no reason for anyone to be scared to belong to TDU now."

The Atlanta TDU chapter has shown what a group of determined union men and women can accomplish if they stay together and stay strong. The same thing can happen in your area or local. How about it? Join us today.

## Membership Survey For IBT Convention Most Important Changes Needed

Please mark "1" by the change you consider most important, then "2," "3," etc. You may add additional ideas as indicated below.

- ☐ Resolution to put the union on record against two-tier contracts.
- ☐ Abolish the 2/3 rule on contracts. Require majority approval for all contracts.
- ☐ Resolution for a major campaign and funding to organize the unorganized in the trucking, warehouse and construction industries.
- ☐ Right to vote by membership referendum on General President and other officers.
- ☐ Increase strike benefits to \$90 for first four weeks and \$110 thereafter (double present amount).
- ☐ Limit officers' salaries to \$100,000 maximum, and eliminate multiple salaries.
- ☐ Establish Rank & File Bargaining Councils and Stewards' Councils in industries and among different units of conglomerate corporations.
- ☐ Right to vote on contract supplements to master contracts.
- ☐ Reinstate the right (lost in 1981) for local unions to vote on changing local bylaws to allow for election of all business agents.
- ☐ Reinstate the right (lost in 1966) to elect all delegates to the IBT Convention.
- ☐ Stop all underbidding of one local union by another, with strong sanctions against local officers who sign sweetheart deals.
- ☐ Establish an Ethical Practices Committee to review financial operations and rid our union and pension funds of organized crime influence.

Please complete this survey and mail to TDU Survey, Box 10128, Detroit, MI 48210.



## Members, Locals Say No

# Red Light for Kroger Master Language

Duane Wilson  
Kroger Drivers' Steward  
Local 100, Cincinnati, Ohio

The master language portion of the contracts covering thousands of Teamsters employed as warehousemen and drivers at Kroger was rejected by the local unions on July 9. The proposal had been given the green light by union negotiator Bobby Holmes (Central Conference Director) and Bud Smith, but was shot down by the locals who each sent an agent to Chicago.

The rejection was a major rank and file victory, but at this point it is not known what the negotiators will do next. Some Kroger contracts have already expired.

Prior to the July 9 meeting, TDU sent out a letter for circulation to all Kroger divisions warning of the deal coming down. This was the second time the Kroger national language was rejected—in 1979 Bobby Holmes agreed to a two-tier deal and it was shot down by a 3-1 national membership vote after TDU circulated an advance report on the concessions, which were later changed.

Our termination date in Cincinnati is July 6, 1985, and is now being re-negotiated. I've been surprised to learn how much the expiration dates differ from division to division but the master language still applies to all of them.

We must insist on one expiration date for the master language and one

anniversary date for the pension plan. The Central States Pension Plan covers almost all Kroger divisions, most of which are in the midwest and south.

Further, the present pension date of October 1 is obsolete and should be changed to January 3, the anniversary date of joining the plan in 1971. We must demand retroactivity on the pension benefits to protect our people who have retired or are about to retire before this contract is finalized.

The demand for the same expiration date speaks for itself. The company wants to keep the membership at odds with each other and confused. This helps them keep their cost and our strength down. We have to unite to keep our contract strong.

### Concessions Rejected

Three contract changes were proposed. Two would benefit the employer and hurt the members. One would benefit the union, but not necessarily the membership. These are:

1.) A one year delay before implementing the top Central States pension plan. This was a big factor in the rejection. We deserve top pension benefits now, and we also need it clarified that we can qualify for the "30 and out" benefit, by counting our years before 1971 when we were switched from the Kroger plan to Central States. We deserve to be first class members of the pension fund.



## We'll Be There

Patty Cloward  
Atlanta, Georgia

*I'm coming because I feel it's important for the spouses of Teamsters to take an active part in the affairs of the union. I want to be better educated on my husband's rights and I want to use everything I learn back in Atlanta where the wives play a crucial role in the chapter.*

James Cloward  
Consolidated Freightways  
Local 728, Atlanta, Georgia

*I want my union back like the way I was always taught it should be. The TDU Convention last year taught me a lot. The other great thing about the convention is being there with others who share with me the spirit of putting this union back on its feet.*

2.) Replacement Employee Clause. Replacement casuals may be utilized to replace regular employees off due to illness, vacation, etc. Casuals will not get benefits or seniority. This must go. It will do away with many jobs, there will be no need for extra board people. More jobs could be eliminated and the company could use casuals.

3.) Weekly withholding for membership in DRIVE. The IBT is trying to get

this in all contracts. It is a personal decision for each member.

Your personal decision might go a bit further by making out an application to join TDU.

## 70%ers & Casuals' Dues Cut

The dues of Teamster members who work as casuals under the NMFA at \$11/hour, and Teamsters who work at "new hire" rates of 70%, 80%, or 90% of scale, must be reduced down to two hours pay. This is the official word from IBT General Secretary Treasurer Weldon Mathis.

TDUers and others in several locals had appealed to Mathis for a clarification of the issue after some local unions refused to comply with the IBT Constitution on dues. The result of this was the July 12, 1985 letter by Mathis on the issue. A summary of the situation follows:

- Dues must be reduced down to 2 hours pay monthly where wage reductions have been negotiated.

- This reduction must take effect the second month following the date of the change in pay. (Example: June 1985 dues for the NMFA.) It is retroactive in effect to this month.

- Dues can be increased as pay increases or progressions (example: 70% up to 80%) come due, but only up to a maximum of a \$2 increase per calendar year.

- If local unions have higher dues structures adopted by a secret ballot membership vote, those could take precedence over the IBT 2-hours-pay formula.

If you want advice on this issue or want a copy of IBT interpretations and guidelines on dues, contact the TDU Office.

## IBT's Influence Used to Keep Presser Out of Jail

# Senate Calls for Investigation

Reactions from Teamster members ranged from "outrageous" to "disgusting" when the U.S. Justice Department admitted it would not indict Jackie Presser for his operation of a ghost employee scam involving pay-offs to relatives and organized crime figures. Now at least members know where their "Drive" money and the political influence of their union goes.

The proposed indictment had been prepared by the Cleveland Organized Crime Strike Force and recommended by Justice and Labor Department professionals along with the foreman of the Cleveland Grand Jury. Two of the ghost employees have already been convicted and Presser signed hundreds of checks to both of them. The case is cut and dried. The decision to let Presser off the hook has been recognized as a political payoff by almost everyone under the sun.

The Investigation Subcommittee of the Senate Government Affairs Committee has begun an investigation and plans hearings on the subject. The TDU Steering Committee immediately sent the Senators involved a letter outlining the impact of the cover-up on Teamster members and requesting to testify at the hearings.

TDU has also begun legal action to win the Right to Vote and will set more

plans on that campaign at the October 5-6 Rank and File Convention in Chicago. Want to win the right to vote? Be there.

Teamsters are encouraged to make their concern known on this issue.

Write to Senator William Roth (R-Delaware) and Senator Sam Nunn (D-Georgia) c/o Government Affairs Committee, Dirksen Senate Office Building, Washington, D.C. 20510. Letters to other members of Congress are also encouraged.





## Ryder/PIE and McLean Announce ESOPs

# Do ESOPs Save Teamster Jobs?

This article is the first in a two part series dealing with Employee Stock Ownership Plans (ESOPs). Since the NMFA was signed, two of the largest carriers under the agreement, Ryder/PIE and McLean Trucking, have announced their intention to begin ESOPs in return for 15% wage cuts.

It's important for Teamsters to know what an ESOP is, how ESOPs have worked in the trucking industry, and what you can do if confronted with them.

Details haven't been announced about the proposed ESOPs at Ryder/PIE and McLean. Next month we hope to analyze these particular ESOPs.

### What Is an ESOP?

An ESOP (Employee Stock Ownership Plan) is basically another form of benefit plan similar to a pension plan. Under the pension plan, the employers make a contribution to a special fund which is managed by an independent investment manager. The manager decides where to invest the fund's money. Hopefully, and as mandated by law, that investment will be profitable.

ESOPs work in much the same way. The difference is that the fund invests in one stock, the employers', whether it is a profitable investment or not. The employees gradually build up enough of the common stock of the company, supposedly to the point where they "own" the majority of stock. In that way, it's hoped that with a share in the company's future, employees will become more productive; and with a say in the company's policies, will find higher job satisfaction.

There are roughly 6,000 such plans in existence in the US today. The vast majority of these are in small businesses. Many of these ESOPs were

implemented with a growing and profitable business and seem to work. In other instances, mostly in the case of large companies who needed a last ditch effort to save them from bankruptcy, ESOPs included heavy wage concessions. About 20% of all ESOPs fall into this category.

In the trucking industry all of the ESOPs have fallen into this last category. The ESOPs in the trucking

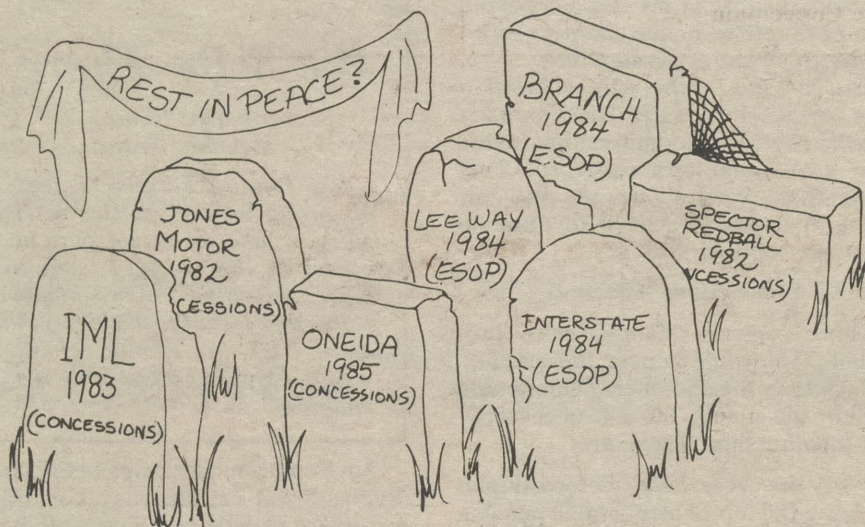
into the company. The board of trustees, in most cases, have included one, two or three employee representatives; a minority in all cases. These representatives are never Teamsters.

Once again, the central question is "Will the ESOP save my job?" As you've seen, there's no guarantee. As the prospectus from Hall's ESOP clearly states, "An investment in the securities offered is highly speculative

iers. 2) As a result, the ESOP rate-cutting plans spreads to more carriers. Sterling, a California company, just took a strike for not signing the NMFA and settled it with an ESOP wage-cut plan!

3) The union has sold its soul to allow this. First, it allowed the violation of Article 6, Section 2 in allowing the "loans," second, it has stated it's the members' money and they can do what they want with it. It is *not* the members' money! The employees do not pay taxes on the 15% they are "donating" so it is not income. Nor do they receive Social Security benefits on that 15%. Third, there were local unions in the west who wanted to oppose this deal but quiet pressure was put on to stop them.

System 99, in selling this deal, leaned heavily on the new "70%" clause. They continually state that since the NMFA allows wages now as low as \$9.70 an hour, and if employees change jobs they will get that wage (if they find a job) hence, the ESOP is a good deal!



industry have been sold simply on the question of, "Do you want to save your job?" Any Teamster facing these circumstances will probably ask the question, "Will these concessions really save my job?" The answer from past experience seems to be no, they will not.

The list of bankrupt companies who initiated ESOPs is getting larger. The biggest examples are Branch Leeway and Interstate. ESOPs at Mushroom, Duff, Advance Transportation, Coastal, Suburban, Hall's, and others haven't turned around the economic picture for them. All continue to balance on the brink of bankruptcy. When they do fold, all of the concessions given are lost.

It's a fact—every ESOP written up for the industry contains a list of risk factors. In every stock purchase a prospectus is sent to the prospective buyer outlining the risks in that stock purchase. Let's look at some of the risk factors that have been listed in every trucking industry ESOP:

1) The prospectus makes things perfectly clear by stating that you're not buying stock—you're taking a wage cut. 2) Participation in the ESOP will have an adverse impact on participants during the plan period. 3) The total market value of shares contributed to the plan will continue to be less than the amount of wage cuts. 4) There is no guarantee that the company will continue to operate.

5) There are no guarantees to fund any needed capital expenditures for the company. 6) The employees' participation in the plan is irrevocable.

One of the arguments given for participation in the ESOPs is that employees will then have a part in the decision making process of the company. So far, trucking industry ESOPs have had the stock controlled by trustees. There is no direct input from the employees. Ask a Transcon employee about how much input he's had

and subject to significant risks." A rich man may be able to speculate with his money, but are you willing to speculate with your wages?

## System 99: the Worst ESOP

Some 1000 Teamsters work out of 34 terminals in nine western states for System 99, an NMFA carrier. In March 1982, the company put into effect a "loan" program and, like other such "loans," the payback date never materialized. In early 1985 the employer put forward an ESOP, with employees signing away 15% of wages in exchange for stock, at the rate of 169,400 shares per year. Also, the employees who signed up signed away the thousands of dollars they had "loaned" the company. This has to be the absolute worst ESOP we have examined. Consider these features:

1) Like all these concession ESOPs, it was bargained individually, but this one, the company gave each employee a numbered document which they had to sign and return within 48 hours. (And not copy it!)

2) The stock is the most worthless offered yet. System 99 admits that it is worth approximately 10c per share. Thus at 169,400 shares a year they are giving the employees stock worth \$16,940. And in the same "secret" document, they estimate the employees will pay \$5.3 million a year in concessions! Thus for each dollar the employees pay in, they get far less than a penny in "value" of stock.

3) It is "irrevocable" for five years once an employee signs on.

Many Teamster members and officers in the west have pointed out the very negative effect this deal is having. Consider these factors:

1) The union is giving the green light to System 99 rate-cutting and underbidding legitimate union carr-

## Origins of ESOPs

The spread of ESOPs in the trucking industry is a direct result of the policies of the IBT. These ESOPs look nothing like ESOPs that some other unions have actually bargained over with employers. Rather, they are wage concessions, usually 15% below NMFA scale, or about \$2.15 per hour.

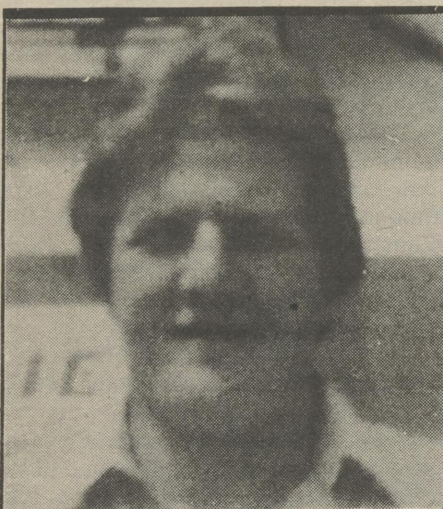
To find the origin of this plan, we go back to a national grievance decision put through by then IBT President Roy Williams in September 1981. It was the Jones Motor decision, and in it the national grievance panel ruled that the 15% wage cuts put into effect by several companies (including Jones Motor) were illegal under the contract. The ruling stated that since these were individual deals with the company, they violated Article 6 of the NMFA (and also that they were cuts undercutting the contract). Williams sent a letter to all locals highlighting this decision, and TDU publicized it widely as well.

Trucking companies then found a simple trick, which the IBT for some reason allowed, to accomplish the same thing. They whispered the word "ESOP."

Attorney John J. Curtis of San Francisco wrote nearly identical plans for Branch, Interstate, Commercial-Lovelace and Transcon. After these carriers pulled it off, others began to look at it. By mid-1985, dozens of carriers under the NMFA have 15% (or 12% or 18%) wage cuts in effect along with these ESOPs and it is now the accepted way to gain wage concessions from the NMFA.



For more information on the stock plans that McLean and Ryder/PIE are seeking from their employees, please turn to page 12.



### I'll Be There

Bill Sercombe  
Ryder/PIE

Local 164, Jackson, Michigan

I'll be there because we need to stop the deterioration of our International Union and TDU is the only way that we can do this. Let's get our union back to the members instead of wishy-washy representation that we now have. We can be strong again!



October 5 & 6, Chicago, Illinois

# Six Reasons to Attend the TDU Convention

Ten years ago a group of rank and file Teamsters got together with a dream. It was a dream of a union that was strong, a union run by and for rank and file Teamsters. A union that would uphold the democratic traditions that we enjoy as Americans. Not many gave these "dissidents" much of a chance to realize their dreams, and not many would have bet that ten years later these pioneers of the Teamster rank and file would still be around. Employers and union officials both hoped in their hearts that these people would just go away.

That was the beginning of TDU and, much to the dismay of those employers and union officials, we didn't go away—we got stronger. This year's TDU Rank and File Convention will be the 10th anniversary of that very first convention and we'll be there to celebrate 10 years of struggle and growth for the rank and file movement.

We're sending out this convention call all over the country, inviting rank and file Teamsters from all locals, jurisdictions, and areas to come to Chicago in a show of strength, unity and purpose.

## Why You Should Attend

The Justice Department has ended their investigation of Jackie Presser. They've told rank and file Teamsters that they don't care about corrupt unionism. They've let us know that they'll look the other way when organized crime sinks its ugly roots into the labor movement. They've told us that it's up to us now to clean up the mess left by Presser and his gang. We accept that challenge, but need your help. Come October 5&6 to Chicago. We need you, the rank and file Teamsters of this country, to show Presser, the Justice Department and everyone else that we'll be fighting even harder to win our union back.

As we go to press, over 20,000 car haulers are on strike for a better contract than the one offered by their employers and endorsed by the union. The ink is barely dry on the Master Freight Agreement, yet thousands of Teamsters under that contract are being asked to take 15% wage cuts at companies like Ryder/PIE and McLean. Hundreds of Teamsters are

being fired with bogus drug tests to make way for lower paid employees. Concessions, fat salaries for do-nothing officials, corruption and plain and simple bad union practices are plaguing our International Union.

We need a show of strength. We need a vote of confidence and concern. You can spend your time coming to Chicago or you can spend some time going down in wages, working conditions and good unionism. Here are six other reasons to attend the TDU Rank and File Convention:



Photo by Jim West

**1) Organizing for the 1986 IBT Convention and the Right to Vote for Our Top Officials:** The IBT Convention will be held in May 1986 in Las Vegas. This is where it's possible to change our International Constitution and bring democracy back to our union. The TDU Rank and File Convention will focus on strategies and organizing for the IBT Convention to help us elect delegates, gain supporters, and propose changes like voting for our General President, cutting bloated officers' salaries, raising strike benefits, and more. It will take the coordinated efforts of hundreds of rank and filers. Get in on the ground floor at the TDU Convention.

**2) Practicing Democracy:** Unlike the International Union, TDU practices real democracy. At the TDU Convention you'll have a say in the policies and programs of the movement for the coming year. You'll have the opportunity to vote for your leadership in TDU. And you'll have the right to freely express your views.

**3) Education:** At this year's convention some 19 workshops will be

offered, many of them newly designed programs. Some of the workshops offered will be: Your Legal Rights as a Teamster, Using the Grievance Procedure, Running for IBT Delegates, The NLRB, Understanding ESOPs, Labor History, Productivity Harassment and How to Combat It, and many more. Also made available to convention attendees are consultation times with TDU attorneys to discuss your particular problems, and the availability of several leading labor educators and experts.

**4) Meeting and Discussing Problems and Solutions:** Special meetings are scheduled for Freight, UPS, Carhaul, and other jurisdictions, to plan campaigns, discuss common problems and get a better handle on the particular issues confronting Teamsters in the same jurisdiction. If you're interested in setting up a meeting for your company, let us know.

**5) Fun:** The convention isn't all business, there's a lot of plain old fun. It will be held in the fine surroundings of one of downtown Chicago's newest and nicest hotels, the Holiday Inn



Mart plaza. Shopping trips are being planned and the Holiday Inn Mart Plaza is right in the heart of all the main shopping and entertainment in downtown Chicago. Included in your registration is the special sit-down banquet on Saturday night in the hotel's grand ballroom, with music and dancing later that evening.

**6) Special Events:** For early arrivers there will be special Friday workshops and events, including a special dinner on Friday night which will commemorate our ten years as the reform movement in the Teamsters. Come and find out about our history and accomplishments from those who have been there. A labor history tour of Chicago will be available for those arriving on Friday.

## How Can You Register?

Use the form at the bottom of page. Registration costs are: Saturday and Sunday, \$75, which includes all meals, Saturday banquet, coffee breaks, entertainment and all Convention materials. Additional charges of \$23 for Friday dinner and Saturday breakfast. Saturday registration only \$45. Sunday registration only \$30.

## How to Get There

The Holiday Inn Mart Plaza is easily accesible from all major expressways. The hotel provides safe, convenient automobile parking for registered guests, and is within walking range of shopping areas.

## 1985 Rank & File Convention

October 5 & 6

Holiday Inn  
Mart Plaza

Chicago, Illinois

## Register Now... Save \$10!

Teamsters and spouses, postmark your registration before September 16 and receive a \$10 reduction in registration fee (\$5 if registering for one day).

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Phone ( ) \_\_\_\_\_ Local # \_\_\_\_\_  
If registering for others, please give same information.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with costs. Those traveling between 500 and 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration costs. (Everyone must pay full housing costs.) For flight information, contact the TDU office.

MAIL TO:

TDU, BOX 10128, DETROIT, MICHIGAN 48210  
Phone: (313) 842-2600

| CONVENTION REGISTRATION                                          | # of Persons  | TOTAL |      |       |
|------------------------------------------------------------------|---------------|-------|------|-------|
| Saturday & Sunday .....                                          | \$75.00       |       |      |       |
| Saturday Only .....                                              | 45.00         |       |      |       |
| Sunday Only .....                                                | 30.00         |       |      |       |
| Fri. Dinner & Sat. Breakfast                                     | 23.00         |       |      |       |
| HOUSING COSTS (Includes Tax)                                     | FRI.          | SAT.  | SUN. | TOTAL |
| All rooms \$65 per night.                                        |               |       |      |       |
| Single Occupancy                                                 |               |       |      |       |
| Double (or multiple) Occupancy                                   |               |       |      |       |
| Sharing cost of room with: _____                                 |               |       |      |       |
| (All rooms have 2 King Size beds)                                |               |       |      |       |
| CHILDCARE                                                        | # of Children |       |      |       |
| (see info under Registration inside)                             | _____         |       |      |       |
| Meal-only price for spouses .....                                | \$40          |       |      |       |
| Not a TDU member? Membership expired? <b>JOIN</b>                |               |       |      |       |
| <b>NOW!</b> \$25 for a year or \$60 for three years. \$10 rebate |               |       |      |       |
| for those joining at convention, or when registering.            |               |       |      |       |
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## Watsonville TDU Wins Court Injunction

# Frozen Food Workers Fight Union-Busting

Joe Fahey and Jose Lopez  
Local 912, Watsonville, California

Watsonville TDU has been preparing Teamsters here for hard-line company tactics in this year's frozen food contract talks. The contract expired on June 30, and we have been holding TDU and public meetings since March to prepare.

But the situation is now worse than we had anticipated. Richard Shaw Inc. announced during July 4 weekend that its employees would start working under their terms: reduced wages, \$2.63 an hour less for new hires, no seniority, the complete right to declare an emergency and suspend the con-

tract, two hour daily guarantee, \$2 less for new work, qualification standards for vacations and health and welfare raised (it would be impossible for most workers to qualify.).

The company also stated that union representatives would need the company's permission to enter the property and enforce the contract, and that the established grievance procedure would be eliminated (all grievances would go immediately to arbitration). 12 other takeaways were included.

### Injunction Won

The local was shocked by Shaw's announcement. They called an emergency meeting and TDU mobilized people on three days notice by leafletting and putting ads on the radio. On the night before we called a meeting, and 100 members attended. We also went to court immediately and won an injunction forcing the union officials to allow all interested Teamsters to attend the meeting.

This injunction was crucial because the contract will eventually affect all frozen food workers in Local 912, and prevent "divide and conquer" tactics from weakening the members.

At the Sunday meeting our work paid off: Shaw workers came and voted 475-15 to authorize a strike. Thanks to the court order over 200 Teamsters from other canneries came to show their solidarity.

Watsonville workers know that Shaw is trying to break the union. They've



Watsonville TDU organized a demonstration following the announcement by Richard Shaw Inc. that employees' wages would be cut.

shown that they are ready to fight. Over 1400 came to the following meeting to get prepared. Unfortunately, the union officials would have none of it: they told workers to go home and that their help wasn't needed.

This has been the biggest problem in fighting off Shaw's attack—our union officials. A month after the strike vote the local has still not called a strike and the members are not even eligible for strike benefits because the local hasn't gotten strike sanction. At the meeting with 1400 in attendance, the members proposed that committees be set up. All that the officials would promise was another meeting, and they haven't even done that.

TDU has been doing what the union

will not do. We are organizing committees in all plants. We organized a protest demonstration in front of Shaw's the day those workers received their lower pay checks. We've petitioned our joint council to help get strike sanction.

We passed a motion for the local to call their promised general meeting to vote for a strike fund. We passed a motion calling for our officials to plan and lead a March through Watsonville. And TDU is organizing that too.

TDU wants unity. We hope to cooperate with our union officials. But, as one member put it, "What's more important, the blessing of the union officials or the unity of the people?" TDU is working for unity.

## TDU Meets

**Albuquerque, New Mexico**  
Wednesday, August 28  
8:30 am  
Ramada Inn  
28 W. Hotel Circle NE  
(take Eubank exit off I-40)

**Bay Area TDU Party**  
Saturday, September 14  
6 pm  
call 654-8121 for more info

**Charleston, West Virginia**  
Sunday, September 15  
2 pm  
Ramada Inn  
2 nd Ave. & B St.  
(take Montrose Dr. off I-64)

**Cincinnati, Ohio Carhauleders**  
Carhauleders Contract Meeting  
Saturday, August 10  
3 pm  
Radisson Inn  
11440 Chester Rd.  
Cincinnati

**Detroit, Michigan**  
Sunday, September 15  
11 am  
PLAV Hall  
Michigan & Central  
Election for Chapter Steering Committee will be held at this meeting.

**Nashville, Tennessee**  
Sunday, August 11  
1 pm  
Holiday Inn SE  
981 Mufreesboro Rd.  
Nashville

**Shreveport, Louisiana**  
Saturday, August 24  
2 pm  
Quality Inn Airport  
(junction I-20 & Monkhouse Dr.)

**Tucumcari, New Mexico**  
Tuesday, August 27  
7:30 pm  
Ramada Inn  
1302 Tucumcari Blvd.

## Three Safeway, Lucky Contract Offers Voted Down

# Nor-Cal Grocery Sticks Together

Teamsters in the northern California grocery area are being told by their employers to "vote until you get it right" on their proposed takeaway contract, but the chain stores' tactic is just not working this time.

Three times in the last two months supposedly "final offers" have been voted down overwhelmingly by the drivers and warehouse workers at Lucky and Safeway distribution centers, the last time with a 71% no vote.

The chain stores are trying to paint a picture of overpaid, unproductive workers who are pushing to win more vacation and holidays, but the reality is very different. The chains are trying to implement the same two-tier scheme that was forced on workers in the freight industry, with new hires starting at only 70% of union scale, and taking three years to reach the full rate of pay. Safeway workers are also being told that they will have to accept up to 15% of each department being casuals.

### Take a Stand

These are only the worst of the takeaways being proposed. The wage package is just as bad, with bonuses instead of raises, and no COLA whatsoever. As Local 315 BA Ron Teninty put it while recommending against the contract, "If we don't take

a stand now, not many of us will be left to take on the chains three years from now."

Most recently after the last proposal was rejected, the chains offered a somewhat improved contract in exchange for a mail ballot vote (instead of voting in meetings) and the union promised that active opponents of the contract such as Teninty and Local 490 Secretary-Treasurer Casey Sawyer would not organize a campaign for a no vote.

After heated discussion a majority of the local secretary treasurers involved voted to accept this offer, only to be embarrassed when the chain stores began to back off from the promised language changes. At this point, the Western Conference has ordered that the mail balloting go ahead despite the failure of the employers to live up to their side of the bargaining.

As one steward told CD, "This just makes us more united. Now our local officials are really pissed at Lucky and Safeway, and most of them are prepared to back us all the way." Even the attempt to tie the hands of the officials who were most against the contract backfired, as it forced the stewards to organize to put out their own literature against the contract.

The negotiations have dragged on for over a year now, which has caused

some frustration and confusion among the membership, but many of the six local unions involved have taken advantage of this time to build a strong, industry-wide stewards network and prepare for a strike. Another positive side of this dragged-out process is that now only weeks remain until the big southern California grocery contract expires at the end of August.

Another piece of encouraging news emerged in mid-July, when it was learned that all of the casuals (mainly at Lucky's San Leandro facility) would be allowed to vote on the contract if they had worked 80 days or more in the last year. This is certain to help out the opponents of this contract, which contains nothing but a kick in the teeth for casuals. TDU can take all the credit for this one, which comes as a direct result of the *Harmon v Presser* lawsuit to win the right for casuals to vote on the Master Freight Agreement.

Everyone knows that mail ballots often produce a more conservative turnout. That is why the employers have pushed for it, but this time it doesn't look like it's going to work. Many people noticed when the carhauleders voted down their contract in July by 81%, and they plan to follow their example in the northern California grocery industry.



## Judge Calls UPS' Safety Program a "Facade"

# Court Says Driver Fired Illegally

Julie Fosbinder  
TDU Counsel  
Washington, D.C.

A Connecticut judge recently ruled that two UPS drivers were illegally disciplined in retaliation for their filing of a workers' compensation claim. Judge Neil found that UPS violated a Connecticut statute which prohibits discrimination against any employee because they have filed for workers' compensation. In reaching the decision, the judge examined UPS' alleged reasons for discharging driver Tom Robidoux and for disciplining driver Walter Reichle.

Robidoux had been fired for having an "avoidable injury" when he hurt

his back while depressing the clutch pedal. Reichle had been given a warning letter for sustaining a recurrence of an earlier injury. The judge found that Robidoux's injury was not shown to be avoidable, and that there was no evidence of negligence or failure to follow the safe work methods on the part of Reichle.

He stated that the warning letter issued to Reichle was given to discourage claims and not to encourage safety.

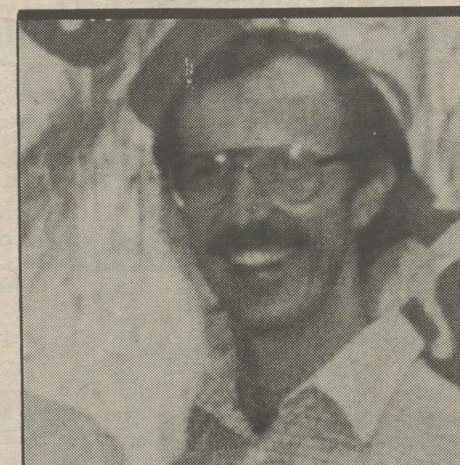
The judge also ruled that UPS' safety program is but a "facade...because it appears that the defendant is separately encouraging its drivers to deliver faster and more efficiently on the one hand, and criticizing them

heavily for unsafe work habits on the other hand, without any coordination of these two forces." In support of this he offered the fact that UPS did not investigate the cause of the injury. They failed to punish drivers for failing to follow safe work methods unless the failure resulted in injuries. Further, they do not act to reconcile the conflicting demands of driver safety and productivity.

### Safety and Productivity Clash

As the judge pointed out, "The court finds a natural conflict between the demands for safety and the need for productivity. These forces would be expected to come into obvious competition when superiors ride with the drivers. However, there is no evidence that any ride was ever given by a superior to any driver with the goal of assessing both the safety and the productivity of a driver simultaneously."

The judge did not order Robidoux put back to work—one of the remedies sought by the plaintiffs—but did issue an injunction prohibiting UPS from further retaliation against employees who file for workers' compensation. If you feel that you have been discriminated against because of workers' compensation claims, contact TDU.



John Braxton  
United Parcel Service  
Local 623, Philadelphia

*In the past year TDU has won many victories for Teamster members. We prevented Presser from rushing through the UPS vote before the members could think about it; we secured the right of casuals to vote in future freight contracts, TDU members have been elected to executive board positions in several locals, and more.*

*The TDU Rank and File Convention is the gathering together of the best forces for change in the Teamsters. Experienced leaders, activists, labor attorneys, and IBT members come from all over the U.S. I'll be there because I want to be with these dedicated leaders who represent the nucleus of the future of the Teamsters Union.*

## Loopholes in the New 30-and-Out Pension

The new "30-&-Out" program of the Central States Pension Fund (CSPF) will benefit some Teamsters but has loopholes in it big enough to drive Jackie Presser through. As a result, thousands of Teamsters may be forced to use litigation to attempt to get pensions under the program.

The new program, announced as the vote on the NMFA was being conducted, provides a \$1000 pension to Teamsters with 30 contribution years in the Central States Fund. The fund was established in 1955. Members who had contributions starting that year become eligible in 1985.

However, Teamsters who were promised full credits in the past are now finding out what this rule means. Several thousand Teamsters who work for Kroger in the south and midwest were in a company pension plan until 1971 when they were switched into the CSPF. They were promised full credit for those years, but are now told that no Teamster at Kroger can qualify for 30-&-out until the year 2001!

Ironically, TDU sued the CSPF, Local 337 and Kroger over an earlier

denial of pensions to 150 Detroit Kroger bakers, and in 1983 they won full pensions. Now Chicago Locals 710 and 705, which have their own pension funds, have both announced 30-&-out plans with the same identical rule: 30 contribution years. So the hundreds of carhaulers in 710, who were involuntarily transferred into 710 when their Local 713 was dissolved, are told, "Too bad."

Same goes for UPS workers in Michigan, Iowa and Kentucky who were in 710 but subsequently transferred into Central States. They were assured their credits would carry over, but the new 30-&-out plan excludes them.

TDU is currently investigating the legal situation involving this unfortunate exclusion of so many thousands of Teamsters from a chance at a pension improvement.

## BOWL Keeps Building in Philly Local 463

Jerry Leech, Walt Butler & Mike Lynch  
Local 463, Philadelphia

Since our article in May's *Convoy Dispatch* we have been moving forward in our efforts to dump the current

leadership in our local. We are finding that they tend to look out more for themselves and the companies we work for than they do for the members. We presently have two unfair labor complaints on file with the NLRB against Schmidt Baking Co. for taking our literature off the bulletin board, and for not letting members wear BOWL (Better Opportunity With Leadership) buttons.

We have also filed internal union charges with Joint Council 53 against Local 463 Secretary Treasurer Crawford for refusing to allow us to review all the current contracts in our local. We need this information to help us campaign at as many shops as possible in the local. We don't expect much from the Joint Council as Mr. Crawford receives a pension and \$6,700 salary as Joint Council President. This is in addition to his Local 463 salary.

The local is trying to keep us from getting the word out to the rank and file. Local 463 members can help us by sending names and addresses of companies and members in the local to BOWL, P.O. Box 212, Ewan, New Jersey 08025, or call Mike Lynch at (215) 269-4315; Walt Butler at (215) 584-1820; or Jerry Leech at (609) 478-2879. *Convoy Dispatch* will be mailed free every month to any member who submits their name and address.

There will be a BOWL slate running in Local 463 this November and we need your input to get the job done. Watch for more news in future issues of *CD*.

## W. Conference Pension Up

A Western Conference Teamster working under the master freight contract who retires with 30 years service at age 62 will now get \$1,248 a month, up from \$999. This is the top pension but other pensions will be increased as well, a 25% increase.

The employer trustees of the Western Conference of Teamsters Fund tried to block the increase, but the union trustees prevailed. Management trustees wanted to use the excess money the fund has built up to reduce unfunded liability. If the unfunded liability is eliminated, there is no "withdrawal liability" owed by a trucking firm that goes non-union or stops operating. So the motives of the employer trustees are clear.

The assets of the Western Conference fund are now \$5.5 billion, and still growing.

## UPS and Downs

### Philly Teamsters Reject Effort to Eliminate Fulltime Jobs.

Local 623 pre-loaders have rejected a UPS offer to eliminate their fulltime guarantee. The deal would have allowed UPS to replace present fulltimers with part-timers when fulltime employees quit, retired or died, and included a protection that prevented UPS from replacing fired employees with part-timers. In some areas in the east UPS has offered over \$40,000 to fulltimers to give up their jobs. Sounds good right? Wrong, these fulltime jobs are then lost forever and conditions for all UPS Teamsters are driven down.

### Mass., Cal. UPS Teamsters Exposed to Hazardous Chemicals.

UPS Teamsters in two states have recently been exposed to hazardous chemicals while on the job. In July, ten UPSers in Lynnfield, Massachusetts were treated for exposure to arsenic trichloride when a container of the chemical ruptured in a truck. On the west coast, UPS in Modesto, California was cited by OSHA for violating the California Right-to-Know law. Several Modesto UPSers were repeatedly exposed to a chemical that had spilled in a truck. Despite repeated complaints from the employees, UPS continued to assign them to deliver the truck. All UPS Teamsters should demand that chemicals be handled with care and appropriate procedures.

### Supervisor Forced Out for Refusing to Donate, Wins \$20,000 Settlement

An Oakland California shop supervisor, Ron Mahler, won a \$20,000 settlement after being pressured to quit UPS for refusing to donate to the United Way. According to Mahler's attorney UPS wanted 100% participation in the United Way campaign in their district, and then made Mahler's life so miserable on the job that he quit. Sound familiar?



## Many Questions are Raised

# Details on McLean & Ryder/PIE ESOPs

## McLean/Delta

**Financial Information:** McLean is a subsidiary of Meridian Express, which also operates Alamo Express, Delta Lines, Merchants Fast Motor Lines, and The Express Co. Meridian in turn is owned by Wedge International of the Netherlands. One year ago Meridian obtained \$100 million dollars in loans to spruce up the operations of their companies.

McLean is the 5th largest general freight carrier (by revenue) and posted a 102.9 operating ratio for 1984 (the first quarter statistics were not available). McLean's losses amounted to \$898 million on

revenues of \$487 million. In 1983, the company had earned \$1.7 million dollars in a spectacular turnaround from 1982 when they lost \$17 million.

Delta has not filed reports for 1983 or 1984 and their performance is unknown.

The other Meridian subsidiaries continued to be profitable, led by Merchants Fast Motor Lines which reported an income of \$2 million.

**Details:** Very little information has come in on the proposed ESOP. We do know that employees will be asked to take a 15% wage reduction for the next 5 years, in return for a transference of 45% of the common stock. Wedge will retain a substantial interest in the newly formed McLean Carriers. In a letter to employees

and customers the company has stated two reasons for the ESOP: that the wage reduction should enable the company to obtain funds for new equipment purchases, and that it will improve employee relations by increased personal involvement in the future of the company.

**Comments:** Once again, McLean and Delta employees should confront company representatives with some pointed questions when the plan is explained: 1) What will be the value of a common share of stock in the newly restructured McLean Carriers? 2) Will it be a profitable investment? That is, how will the value of accumulated stock compare to a \$30,000 wage cut? 3) What are the guarantees that the company will continue to operate? Are there guarantees that the money will be used for new equipment purchases? 4) Will the stock be traded on the open market? Who will vote the stock? Will employee shareholders have a direct say in the operations of the company? 5) Will McLean, in return for the concessions, end their brutal productivity harassment? Will they be considered equals in the operation of the company?

**Conclusion:** The heavy handed, dictatorial style of McLean management is infamous throughout the country. There is no indication that McLean itself is suffering undue losses as compared to the rest of the industry. Delta's condition is unknown. The question to be asked is why the 15% wage cut, and if the company is concerned with good employee relations, why won't they give something in return (such as an end to productivity harassment).

## Ryder/PIE

**Financial situation:** Ryder/PIE is a subsidiary of International Utilities, which also owns Thurston Motor Lines (a large non-union LTL carrier) and nine other non-union LTL carriers. In 1984 Ryder/PIE lost \$19.6 million, on revenues of \$890 million dollars. Ryder/PIE is currently the fourth largest general freight carrier in the country (based on revenue) and had a first quarter operating ratio of 112.27.

Management has freely admitted that errors in judgement, such as trying to integrate the short haul freight of Helms/Byrn, a three-tier pricing system designed to overprice their short term accounts, and bookkeeping problems which eventually caused them to settle for a one million dollar civil forfeiture and four million dollars to be returned to customers who were overcharged, have caused the financial problems at the company.

**Details on the ESOP so far:** The company is asking employees to take a 15% wage reduction for a period of five years (new hires at 70% would be excluded from

the program). The reduction would apply to current wages and scheduled wage increases. A 90% participation rate is needed to put the plan into effect, at which point 40% of the stock would be owned by employees.

The stock is to be held by an independent trustee and distributed when an employee retires, is disabled or dies. If an employee is fired or quits, stock will be distributed after December 1990. Employees will be represented by three out of nine on the board of directors (two representatives from the IBT and one other employee). Ryder/PIE stock will be publicly traded stock after divestiture from International Utilities (IU) and IU will purchase all terminals and equipment and lease them back to the carrier on a long term basis.

**Comments:** Until the prospectus comes out next month it will be difficult to really determine the nature of the ESIP (Employee Stock Investment Plan). A few questions should be raised when you meet with company representatives: 1. What will be the value of a common share of stock in Ryder/PIE? 2. How does this compare with the amount of money to be given back to the company? (If you make \$700 a week you'll give back \$5,460 a year, or \$27,300 in five years.) 3. Since IU will own all terminals and equipment, will they allow Ryder/PIE to fold, enabling them to move their non-union divisions into these terminals? 4. What guarantees do employees have on their jobs, the future of the company, and for returns on their "investment"? 5. Will the company bargain with the union over past warning letters, double-breasting, and any and all matters regarding working conditions—or will the employees be left with no guarantees and nothing concrete in return for their \$27,000 sacrifice? 6. Will the stock be traded on the open market immediately? Will the trustee vote the stock? Will employee shareholders have a direct vote in the operations of the company? 7. Does separating Ryder/PIE from IU have the effect of letting IU escape from the very large pension withdrawal liability should they later decide to bankrupt Ryder/PIE?

**Conclusion:** Ryder/PIE is in financial trouble. IU seems to have little to lose if they just let Ryder/PIE go bankrupt. In the 1984 stockholders report from IU it was noted that 3,687,982 shares had been set aside for stock purchase plans. Was the company aware of this at contract time? If so, why did they sign an agreement only to tear it up three months later?

All the facts aren't in yet. We'll be scrutinizing the prospectus very closely in the coming weeks, and report back in next month's issue.

## Presser's Record On Our Contracts

Since assuming the office of General President, by appointment of the Executive Board in April 1983, Jackie Presser has presided over four national contract negotiations covering nearly 400,000 Teamsters. A summary of the results:

**September 1983** Presser's "Relief Rider" to the NMFA was rejected by the rank and file, 94,000 to 13,000. The deal provided for a "two-tier" wage and benefit structure. It was the first time in history a national IBT contract was rejected by over the 2/3 mark. Presser blamed TDU for his defeat. TDU and the rank and file took pride in saving our contract.

**September 1984** Presser conducted totally secret bargaining with UPS and secretly made a deal, nearly a year early, covering 100,000 Teamsters. Even local presidents didn't know bargaining was going on. TDU took legal action to safeguard our legal right to fair bargaining and voting. The federal court in Washington D.C. impounded the ballots and ruled Presser broke the law in denying our rights. On a second vote the contract passed. Continues the "two-tier" concessions for all inside workers despite UPS's record profits.

**May 1985** Presser signs NMFA with two-tier clause providing incentives for employers to use more casuals and get rid of seniority people to save money. Job protection not provided. TDU goes to court over vote, wins partial victory for future, but contract stands. 47% no vote was largest ever.

**July 1985** 25,000 car haulers vote down the contract Presser recommended by a whopping 4-1 margin. Only the second national contract rejected by over 2/3 of the members involved. National strike began July 26 and bargaining continues as CD goes to press.

**How many more contracts by Presser can this Union stand? Join TDU and maybe we won't have to find that out! Let's dump Presser and win the right to elect our president.**



Be There!

\*\*\*

**1985  
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CONVENTION**

\*\*\*\*\*

**OCTOBER 5-6  
Chicago, Illinois**



## Story Behind Local 710 Strike Settlement

# Joyce Uses Presser to Cut Wages

Bill Joyce, head of Local 710, has successfully maneuvered Jackie Presser into ordering a settlement of the 710 strike of truck drivers, dock and office workers at Roadway (Chicago terminal) and CF. The settlement for all 710 workers conforms to the cuts in wages and working conditions that Presser negotiated in the National Master Freight Agreement. This means a \$3 per hour cut for casuals and severe cuts in benefits and job security, including the 70%/80%/90% two-tier wages.

The strike lasted from Friday, June 7 to Tuesday, June 11. Local 705 drivers at Roadway were ordered by Louie Peick, head of 705, to cross the 710 picket lines, supposedly because the strike did not have the authorization of Joint Council 25. The result was a fight on Monday as 705 drivers attempted to cross the line at the 51st St. terminal. The following day, 705 drivers went to work, punched in, but had the good sense not to drive through the picket lines.

### I Didn't Do It

Because Presser ordered the settlement he'll get blamed for the cuts. This way Joyce can position himself as the guy who bargains tough, but is powerless to prevent cuts. This will deflect the anger of the members who'll vote in this year's 710 elections.

### Keegan Follows Suit

The CF drivers, who are members of the Chicago Truck Drivers Union (independent) also struck along with the 710 members at CF. The present head of CTDU is Mike Keegan who is up for re-election this fall. He's expected to be in a tough race against rank and file challengers. As a result, Keegan is following Joyce's strategy. He claims the independent union would be destroyed at CF unless members there agreed to the same cuts as 710.

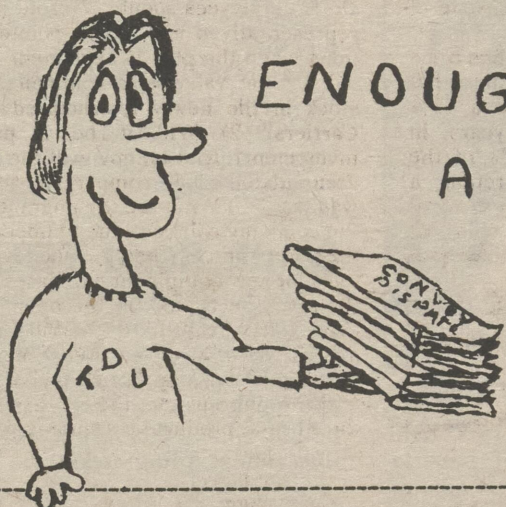
Bill Joyce, who was paid \$221,997 last year by Local 710 members could not even find the time to call a meeting of the car haulers in his local to discuss the contract, a practice followed by all other locals. He was on the negotiating committee and said it was a great deal.

Since the 81% no vote on that offer, no one has heard a peep from him.

Joyce may be worth the big money he's paid—but to the employers, not to the members.

—Article reprinted from Chicago TDU Union Builder.

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ENOUGH OF  
A GOOD  
THING**



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For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Keep the Teamsters you work with informed about latest developments on contracts, important legislation, local elections, and rank and file actions. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles.

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Bundle size: ☐ 10 (\$3) ☐ 20 (\$4) ☐ 50 (\$5) ☐ 100 (\$9)

**Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210**  
(Names are kept confidential from employers and union officials.)

## Short Takes

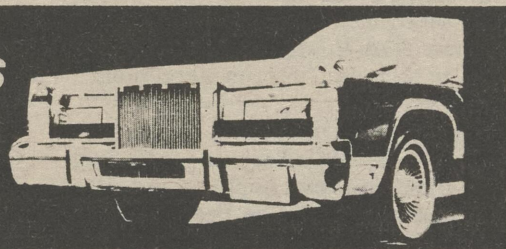
**Minority Rules the Beer.** In June the IBT imposed a contract nationally on Teamsters who work in Stroh's breweries using **minority rule** when the contract was rejected clearly, but by less than 2/3. Stroh's is one of the big three of brewing, along with Anheuser-Busch and Miller. Busch and Miller got \$1.50 over three years, while Stroh's got only \$1.00, breaking the pattern. Another reason why we need **majority rule** in our contract votes.

**Teamsters Strike Teamsters.** In June the Western Pennsylvania Teamsters Welfare Fund hired seabs to replace fourteen Teamster members who are striking the fund. Teamsters Local 926, which represents the striking clerks, called it "union-busting" tactics. The fund is demanding a \$1/hour wage cut for vacations, sick pay and holidays.

**Jackie Presser** has an ethics advisor who is a Jesuit priest. It's not known if he also advises Attorney General Ed Meese.

**Top IBT Attorney Out.** IBT Chief Labor Counsel Robert Baptiste is gone as of July 15, after being eased aside recently by John Climaco, Presser's personal criminal attorney from Cleveland. Officially, Baptiste "resigned." Climaco is not regarded as a labor attorney, and his Cleveland firm represents a variety of clients, including Las Vegas related interests such as Sammy Davis Jr. Enterprises, businesses, including those that employ many Teamsters such as Pic n Pay Foods, and other business, municipal, and union clients.

**Your Dues  
Pay for  
This?**



### Local 814 Officials Indicted in Racketeering and Payoff Scam.

Seventeen persons, including four officials of Teamster Local 814, top leaders of the Bonanno crime family and executives of four moving and storage companies, were indicted on charges of orchestrating and executing a massive 20 year, multi-million dollar conspiracy to extort payoffs. Included in the charges were payoffs for "labor peace," bid rigging, price fixing of contracts, plus robbery and arson.

Even the FBI was burned in the scam. When they moved their New York headquarters, they were assessed hidden costs of \$5000 that went into a "mob slush fund."

Teamster Local 814 officials indicted include: James Bracco, president; Charles Martelli, secretary-treasurer; Charles Agar, vice president; and Anthony Cantatore, organizer.

### Teamster Officials Indicted in \$1 Million Extortion Scheme.

Federal authorities have brought a 23 count racketeering indictment against two Teamster officials, two reputed members of the Lucchese crime

family, and seven employers for allegedly extorting \$350,000 from three air freight companies at Kennedy Airport in New York and for attempting to shake down one of the companies for an additional \$500,000.

Indicted Teamster officials were Harry Davidoff, vice president of Local 851, which represents 1500 clerical air freight workers at Kennedy; and Frank Calise, president of Local 295, which represents 1000 truck drivers and warehouse workers at Kennedy.

Davidoff (who raked in a \$105,758 salary in 1984) was described in a 1976 Congressional report as "a ruthless New York thug, a gangster who gravitated to the labor movement for no other reason than to steal from it." If convicted, the defendants face 20 years in prison.

### Nevada Local 533 BA Accused of Raping Union Member.

Clayton Pierce, Business Agent of Local 533 in Sparks, Nevada, has been accused by a Teamster of raping her after he won her job back at a United Parcel Service grievance panel hearing. The woman, who was fired by UPS after suffering an attack of multiple sclerosis, charged that Pierce locked her up in her motel room and sexually assaulted her.

Pierce sits regularly on the UPS panel. He has been convicted five times for sexual misconduct, including for child molestation.

### Where is Jim Reese Now?

Remember Jim Reese? Many TDU members and others will remember Jim for the work he has done for his pal Jackie Presser to slander and disrupt TDU. Most recently Jim was seen at the 1983 TDU Convention battling with police in an attempt to disrupt the Convention. Now Jim has gone on to bigger and better things, still working for his pal Jackie. Jim is now a DRIVE representative, traveling to sell DRIVE to Teamster members.



# TDU Chapters on the Move

Teamsters from all over the south-east came together on July 27 for the first TDU Southern Educational Conference. Members came from Atlanta and Augusta, Georgia; Knoxville and Chattanooga Tennessee; Birmingham, Alabama; Charlotte, North Carolina; Tampa, Florida and Greenville, South Carolina for the day of meetings and workshops.

The conference came on the heels of several recent victories by TDU members in the south and strong TDU recruitment over the last year. As well as learning new skills, members had the opportunity to meet with brother and sister Teamsters from throughout the southeast area.

Attorney Arthur Fox was on hand to conduct a legal rights workshop and consult with individual members. A representative from the Atlanta District of the National Labor Relations Board attended to explain labor board procedures. Several other workshops were conducted throughout the day.

In the final session of the conference the body nominated Doug Mims and Don Scott as their candidates for the TDU International Steering Committee. Don and Doug will run for the positions at the TDU Convention in October. Those in attendance also showed their solidarity with striking Local 528 carhauleders by passing a resolution of support and assistance. Another successful motion called for a message to be sent to Senator Nunn of Georgia who is heading the Senate investigation of the Justice Department's failure to indict Jackie Presser.

The southern area states are presently the quickest growing area for TDU memberships and this spirit showed through at the conference. Special thanks to the Atlanta Chapter for hosting and making the conference possible, and also to the many members who drove big distances to attend the conference.



Dennis Carlson, Atlanta, Local 728.

## Northwest Ohio TDU

Rank and file Teamsters in Toledo and surrounding areas will have a quicker access and better means of getting out news with the acquisition of a new copying machine.

The chapter had recently held a very successful local fundraiser and with proceeds from that and rebates for high recruitment from the national office, the chapter was able to buy the copying machine and put out the latest edition of their local newsletter, *The Straight Shooter*.

The chapter is now in better financial shape and is hoping to use their new machine to put out the *Straight Shooter* on a regular bi-monthly basis.

## Florida Organizing

Some 80 Teamsters at two meetings in Tampa and another 40 in Jacksonville came out for recent TDU meetings held in Florida. New temporary steering committees were set up in both cities and plans made for certain organizing projects to bring in new members.

As a result of recent successes in the south and in Florida, TDU members in Orlando are planning to set up an organizational meeting with the hopes of establishing a third TDU chapter in Florida.

## South Bend TDU

The South Bend TDU Chapter has provided their members with a request form for local union members to send to the hall asking for IBT Constitutions and local bylaws. They're also in the middle of another fundraising drive, this time raffling tickets to a Notre



Legal Rights Workshop at the Southern Educational Conference in Atlanta.

Dame football game. For more information on the request forms or raffle tickets contact South Bend TDU at PO Box 841, South Bend, IN 46624.

## NY/NJ TDU

TDU members from the Long Island Chapter, NYC Chapter and New Jersey are ready to distribute the second issue of their regional NY/NJ newsletter. The first issue has helped to really boost recruitment and activity in the area. With the addition of many new carhaul members from Local 560 and recent recruiting activity in Local 138, the regional activity for TDU is looking up.

# Companies' Stance Forced Carhaul Strike

Kevin O'Rourke  
Anchor Motor Freight  
Local 294, Albany, New York

Brother O'Rourke submitted the following letter to Anchor Motor Freight management. CD reprints it here as it raises issues of concern to all carhauleders, and Teamster members.

I would like to take this opportunity to briefly respond to your letter to us of July 26, 1985. In that letter you state that you have an obligation to be fair to your employees with respect to wages, fringe benefits and working conditions. It occurs to me that if fairness were the standard by which this corporation, and your fellow competitor corporations, measured their actions with respect to their labor forces, then neither of us would find ourselves in this situation today. The record of the past speaks for itself and it does not speak well of management.

You have ignored our contract when it is in your best interest to do so. You have corrupted our grievance procedure to the point that we, at times, cannot win a case even when the contract clearly states that we are correct.

Gentlemen, without a doubt, you are facing the most informed carhaul labor force you have dealt with. We have many new young faces with us today, as well as the old familiar ones. All of these have taken on a new, angry and determined look! These people read

your letter without believing it. Through your actions of the past, you have sacrificed your credibility.

It is not difficult to understand your present strategies, as they are comparable to others used by management against organized labor throughout this nation over the last few years. Unilaterally management has sought to decelerate, freeze or cut wages. Many have sought to either avoid or eliminate their COLA obligations along with a reduction of their share of the costs for their employees' health care and pension benefits.

Two-tier wages, the confinement of work rules and other tactics all are aimed at one basic goal: elimination of the union's role altogether. In your letter you state that we can be a vital, sound organization. But if you persist on the path described above, we may find the opposite to be true.

Unions, with their role as collective bargainers, serve a vital purpose that might otherwise be filled by more government regulation in our democratic society. This present strike action is an example of the unrest and nonprofitable environment that management's aggressive strategy has spawned. If, as you say, you are truly interested in furthering the interests of our industry, then I urge you to take a look at where we are headed. Together we can change our direction, the alternative is more chaos.

# Presser's Pal Quillen Scabs on Carhauleders

Ever since Complete Auto Transit (CAT) opened a terminal in Moraine, Ohio, Local 957 Secretary-Treasurer Wendell Quillen has been ignoring the carhaul contract and cutting his own deals. Quillen has close ties to Jackie Presser, and the International has been standing by while Quillen gives away the shop.

Yard work and rail car loading in Moraine have been handled by Transport Services Inc. (TSI), a subsidiary of CAT's Ryder Systems. When the carhaul strike started on July 26, picket lines went up at TSI, but on the following Tuesday Quillen ordered the lines taken down. He claimed to have sanction from International VP Walter Shea to sign an "interim agreement" with TSI.

Among those returning to work at TSI were Quillen relatives—including a brother, son and nephew and also the stepson of longtime Presser crony Sam Stintsman. Moraine CAT drivers began bombarding Shea's office in Washington with phone calls and at 4:30 pm on Tuesday Shea gave a one word reply to Quillen's claim of approval—"bull...."

The Moraine drivers' effort coincided with calls from Washington by many KAT heavy truck "driveaway" drivers from Springfield, Ohio Local 654. Their local had gone along with a phony company claim to have an "interim" agreement which forced the drivers to run.

At 5:08 pm on Tuesday, the International issued the following instructions on its TITAN message system which goes to all locals: "No local union has been given permission to return to work. A return to work is not authorized by this office or the Negotiating Committee. Crossing a picket line violates the constitution of the International Brotherhood of

Teamsters. Information you may have received to the contrary is inaccurate and untrue. You are instructed to support the strike until a settlement is negotiated in accordance with the usual procedures."

Picket lines went back up at KAT (and Dallas and Mavis) at most locations around the country. But Quillen says he answers to no one and as of August 7 has continued to scab on our strike. The International's telegram was a good response. The question now is will Presser back it up against his good buddy.

A final note—Quillen's main response to comments has always been to threaten anyone questioning his wisdom. He took the Fifth Amendment when asked to testify before the President's Commission on Organized Crime about his role in the 1983 invasion of the TDU Convention with a group of Ohio and Michigan officials. Now Quillen has produced hats with the slogan "TDU Sucks." Fortunately this is confined to his small group except for Howard Molpus, head of Flint Local 332, whose efforts to move up in the Teamster hierarchy are embarrassing even to his supporters.



Prices: \$1 for 1; 50c each for 10 or more. Mail your order to TDU, Detroit, MI 48210.



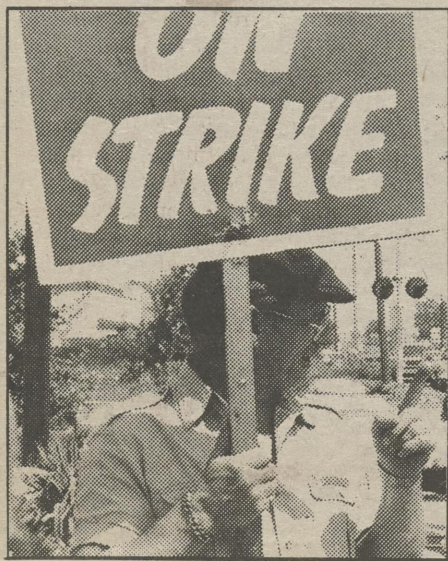
## Fighting to Stop Concessions

# Carhaulers Standing Strong

continued from page 1

Faced with this overwhelming vote, the employers concluded they couldn't fool the members into voting for concessions, so they forced this strike to test carhaulers' determination.

Despite profit rates which put even the automakers to shame, the carhaul employers' proposal was a list of takeaways too long to list here. The wage and pension increases offered, while welcome, will not return our buying power to 1982 levels. Manage-



ment has gotten their way for years and won't give it up without a test.

Eight months of negotiations were essentially wasted. For the last two years, protests had been building from members and from local unions about flagrant contract violations which were being ignored by the joint committees. Serious proposals were submitted by locals across the country to address existing problems but most of these proposals were ignored.

The employers, made bold by years of lax enforcement, came into negotiations with a shopping list of takeaway demands, most of which were included in the "final offer." In the past companies have been shielded by the  $\frac{2}{3}$  rule to reject contracts in the union constitution. But thanks to the opposition of some key local unions and a nationwide information campaign by the TDU Carhaulers Coordinating Committee, we overcame the  $\frac{2}{3}$  roadblock for the first time in history.

Whatever the outcome of this strike, the vote by carhaulers should send a message to the employers, the union and the automakers we serve that people will not tolerate being treated like dirt indefinitely. The unity developed in this strike will strengthen our stewards and our locals in the ongoing fight for better contracts and a stronger grievance procedure.

## Participation Needed from All Areas

# Let's Get a Contract for All Carhaulers

Unity was a critical part of the carhaul contract rejection vote. The companies had hoped that a few groups would supply the  $\frac{1}{3}$  vote needed for passage. Sadly, some union officials played the same game, telling members, "Don't worry about that, it doesn't affect you."

But unity can be a tremendous force. As one Shreveport carhauler reported, "I've never seen such unity in my life. Shreveport will never be the same." These sentiments have been echoed across the country.

How many times have you heard someone say, "We'd have it licked if only people would stick together, but they won't." Now carhaulers have shown that they will stick together, but it took a lot of coordination and communication to build this participation. For example, there's no reason that members would understand how a particular concession will affect owner-operators, unless there is an owner-operator to explain it and an organization to carry the message. The same goes for yard workers and mechanics, driveway workers and drivers from different areas.

This is particularly important when voting, since our ballots do not contain the proposed changes for all groups, much less an explanation of how the changes will affect us.

The TDU Carhaulers Coordinating Committee was fortunate to have participation from nearly all groups

and areas, starting when we formulated our contract proposals last October at the TDU Convention. Since then, our *Convoy Dispatch* coverage and special contract bulletins have tried to explain the problems and objectives of all groups covered by the contract.

The bulletins have also helped members explain to each other how the offer would affect them. The explanation of working changes in Articles 2 and 19 (allowing wage cuts with no membership vote for hourly workers) helped drivers explain why yard workers were also threatened by the first offer. What started off as arguments often ended up achieving mutual understanding that can be valuable for years to come.

Unity was especially crucial in the Western Conference. Although these carhaulers had plenty of reason to vote no, the cuts hit hardest in the east.

A special TDU carhaul leaflet in the west hit the nail on the head: "We are being told that this is a good contract because the half-rate backhaul and 80% rate for new drivers does not affect us. This is silly...Does anyone really believe that if this passes they won't be handing us the same two-tier for western drivers in the next contract? We have to stand together." Some union officials could profit by studying that statement until it sinks in.

Carhaulers will face a challenge in

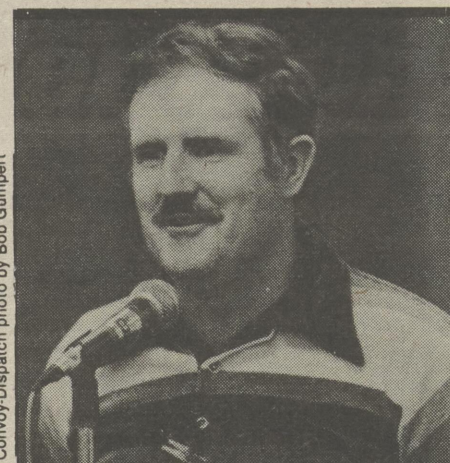
Although the strike was called with almost no notice, the members and most local unions have responded well. Picket lines are getting better organized and the members are constantly inventive of new ways to discourage the movement of cars to storage or dealers' lots.

Although overall coordination and news has not been forthcoming from the International, some good moves have been made to strengthen the strike. In response to some local unions signing unauthorized interim agreements, the International issued a clear policy statement banning such deals. (See article page 14.) The union has also reportedly announced that members' pension and health & welfare contributions will be covered by the union. This is an excellent step which not only aids this strike, but should serve as a model for any similar strikes in the future.

As *Convoy Dispatch* goes to press, picketlines across the country are holding tight and the determination of carhaul Teamsters to hold out for a contract is strong. All Teamsters should be proud of what carhaulers have already accomplished by overcoming the  $\frac{2}{3}$  rule and sending the companies' first offer back. Hopefully the International will use the unity and organization that has been built to come back with a decent contract.

TDU will continue publishing informational bulletins on the carhaul contract as long as the need is there. Carhaulers wanting to get on the mailing list should contact the TDU office immediately.

Convoy-Dispatch photo by Bob Gumpert

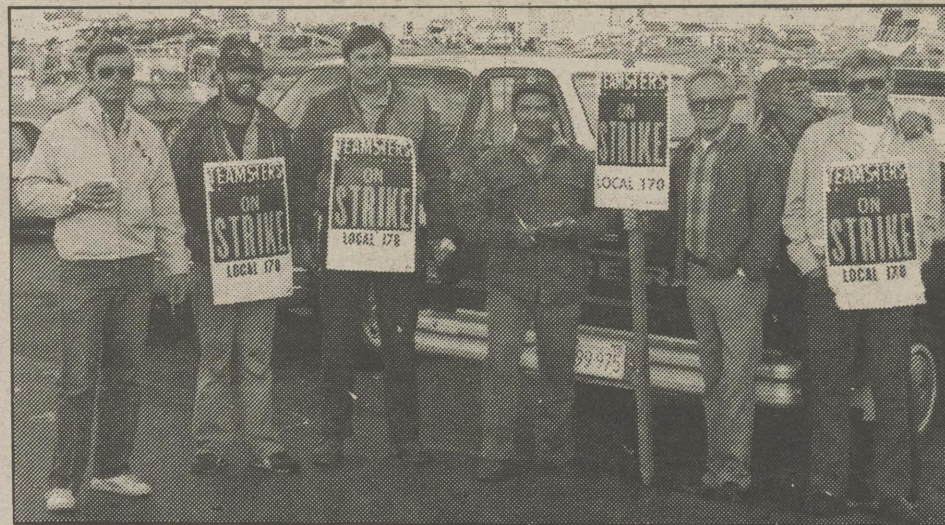


## I'll Be There

Jim Carothers  
Steward, Commercial Carriers  
Local 299, Detroit, Michigan

I've attended TDU Conventions since 1978. Each year we have special carhaulers' meetings. This year will be especially important. The 81% rejection vote on our contract shows the power of organization. If we build on that we can improve contract enforcement and go on the offensive against take-aways.

Many stewards and members have expressed an interest in developing special contract enforcement materials. The development of such materials and continued coverage in *Convoy Dispatch* depend on participation from members around the country—the TDU Convention is a great place to start. I also feel carhaulers have a particular interest in the reforms needed at next year's IBT convention. Carhaulers should be involved in the planning that will take place at the TDU Convention. See you there.



These Framingham, Massachusetts carhaulers are taking a stand against the carhaul companies' aggressive stance.

dealing with the extremely severe cuts for members in the driveway division who deliver new heavy trucks "saddle-back." These drivers are looking at a permanent 70% two-tier for new drivers and a virtual wage freeze. The union has made no serious effort to clean up non-union competition in this division, so these drivers are under some real pressure. Other carhaulers should under no circumstances be asked to decide on this severe cut for driveway Teamsters.

The contract should not be signed until driveway members have approved it in a separate vote by majority rule. The national UAW contracts have provisions for separate votes both for local contracts and some distinct

groups. This is perfectly feasible for the IBT as well.

In 1977 TDU filed suit to win a separate vote on the separate supplements to the freight agreement. That legal effort failed. But in 1970 and 1973 steelhaulers who work under a special supplement to the freight agreement were granted a separate vote by the union. The same democratic right should be extended to driveway Teamsters under the carhaul contract.

Real rank and file unity and democracy go hand in hand. They are also crucial to returning the Teamsters Union to greatness. All activities of Teamsters for a Democratic Union are directed to this goal.



# \$12 Million For What?

Are you a carhauler on strike against concessions, getting a whopping \$45 a week in strike benefits? Are you working under the NMFA as a casual, 70%er, with an ESOP wage cut, or under a low-rate rider? Are you a frozen food Teamster facing demands for pay cuts even though you are already underpaid?

Well, take heart because someone is making out! Here you find a list of 76 Teamster officials who have no financial problems at all. Here are all your top International Officers and many of their friends.

These 76 men, many of whom have never been elected by working Teamsters, made a total of \$12,021,884 last year in our dues money. This was a 7% raise over 1983, and on top of this they all have fringe benefits to match their salaries. Almost all of them have at least three pension plans, and many have four or more. Most have free cars, and some the use of private jets.

Just think about it: if their salaries were cut in half, they would still be the highest paid union officials in the world, and we would have \$6 million that could be used to strengthen our union and organize non-union sectors. We feel this kind of program would be in the best interest of Teamster members. If you agree do two things: join TDU right away, and plan to be at the Rank and File Convention in October.

## FOOTNOTES

1. Friedman's salary includes \$227,330 from Bakery Workers Local 19 which shares offices, officials, welfare fund and other services with IBT Local 507.

2. Carr was promoted to head of the Western Conference and International VP during 1984. He died in January 1985.

3. Schoessling resigned as IBT Secretary Treasurer in January 1985.

4. Figure for Lawson reflects International Union salary only, as salary figures from the Canadian Conference are not available. Also, Lawson's salary is in U.S. dollars. In Canadian currency and including his full salary his total would be at least \$300,000. Other Canadian officials would also be on this list if the figures were available.

5. Provenzano was convicted of defrauding the Health and Welfare Fund and has been suspended from his position as International VP by law.

6. Don West's total is based partly on 1983 figures for Local 612, which have not been filed as of this date. The Labor Department reports that they did not receive the 1983 LM2 report from West until April of 1985 — the deadline for the 1984 figures! Pisano's total is also based partly on 1983 figures — from J.C. 64 which has yet to file a 1984 LM2.

7. Trerotola's total does not include salaries from two locals he controls: Thruway Employees Local 72 and Off Track Betting Local 858. His salary therefore is actually much higher.

8. Baptiste resigned his position in July, 1985.

9. Del Nabors was voted out of office in December 1984.

## 76 IBT Officials Make Over \$100,000

# No Givebacks for Presser & Co.

| Name                              | City                | Salary    | Local or Affiliate       |
|-----------------------------------|---------------------|-----------|--------------------------|
| Jackie Presser                    | Cleveland           | \$755,474 | 507 & Int'l              |
| Harold Friedman <sup>1</sup>      | Cleveland           | 526,821   | 507 & Int'l              |
| Jesse Carr <sup>2</sup>           | Anchorage           | 305,115   | 959 & Int'l              |
| Frank Matula, Jr.                 | Los Angeles         | 291,367   | 396                      |
| Donald Peters                     | Chicago             | 280,187   | 743 & Int'l              |
| Robert Holmes, Sr.                | Detroit             | 267,459   | 337 & Int'l              |
| J.W. Morgan, Sr.                  | Hallandale, Florida | 238,748   | South. Conf.             |
| William Joyce                     | Chicago             | 221,997   | 710                      |
| Ray Schoessling <sup>3</sup>      | Chicago             | 218,972   | Int'l                    |
| Arnie Weinmeister                 | Seattle             | 196,089   | 117                      |
| William T. Hogan, Sr.             | Chicago             | 189,324   | 714                      |
| John D. Kelahan                   | Chicago             | 188,320   | 710                      |
| Michael J. Riley                  | Los Angeles         | 186,852   | 986                      |
| Joseph Trerotola                  | New York            | 185,260   | East. Conf.              |
| William Genoese                   | New York            | 184,575   | 732                      |
| Louis Peick                       | Chicago             | 177,812   | 705                      |
| Weldon Mathis                     | Atlanta             | 175,422   | 728                      |
| Bernard Adelstein                 | New York            | 176,580   | 813 & 1034               |
| Andrew Suckart                    | Cleveland           | 162,676   | Ohio Conf.               |
| Joseph Bernstein                  | Chicago             | 162,326   | 781                      |
| Richard A. Collinson              | Akron               | 154,343   | Ohio Conf.               |
| Rocco F. DePerno                  | Utica               | 151,659   | 182                      |
| C.W. Bud Smith                    | Wichita             | 149,908   | 795                      |
| Sherman Brown                     | Cleveland           | 149,275   | Ohio Conf.               |
| J.L. Bernstein                    | Chicago             | 147,283   | 781                      |
| Paul G. Hanoian                   | Providence, R.I.    | 145,476   | 64                       |
| Edward Lawson <sup>4</sup>        | Vancouver           | 144,211   | Int'l                    |
| Marion Winstead                   | Louisville          | 143,894   | 89                       |
| Charlie Thompson                  | Oklahoma City       | 139,645   | 886                      |
| Norman Goldstein                  | Hallandale, Florida | 139,335   | South. Conf.             |
| William P. Evans                  | Cleveland           | 138,519   | Int'l                    |
| Jack Yager                        | Kansas City         | 138,200   | Int'l., Central Conf.    |
| Samuel Stintsman                  | Cleveland           | 147,790   | Int'l. & Ohio Conf.      |
| R. Bernstein                      | Chicago             | 135,384   | 781                      |
| George Rohrer                     | Los Angeles         | 133,998   | West. Conf.              |
| Jack L. Jorgensen, Sr.            | Minneapolis         | 133,449   | 351                      |
| William Grami                     | Seattle             | 132,921   | 117                      |
| Earl L. Jennings                  | Dallas              | 132,479   | South. Conf.             |
| Robert Marciel                    | Los Angeles         | 132,073   | 63                       |
| R.V. Durham                       | Greensboro          | 131,537   | 391 & Int'l              |
| M. Davidoff                       | New York            | 130,968   | 851                      |
| Walter J. Shea                    | Washington, D.C.    | 128,949   | Int'l                    |
| Salvatore Provenzano <sup>5</sup> | Union City, N.J.    | 128,183   | 560                      |
| Dan F. Darrow                     | Akron               | 127,455   | 92                       |
| Mitchell Ledet                    | New Orleans         | 127,187   | 270 & Int'l              |
| Karl Rogers                       | Kansas City         | 124,697   | 541                      |
| James L. Coli                     | Chicago             | 124,486   | 727                      |
| Don West <sup>6</sup>             | Birmingham          | 124,303   | 612, JC 87, South. Conf. |
| Vincent Trerotola <sup>7</sup>    | New York            | 123,210   | Int'l                    |
| William J. McCarthy               | Boston              | 122,854   | 25 & Int'l               |
| Robert M. Baptiste <sup>8</sup>   | Washington, D.C.    | 122,429   | Int'l                    |
| Frank J. Wsol                     | Chicago             | 121,111   | 710                      |
| Everett Moody                     | Cleveland           | 121,051   | Ohio Conf.               |
| Vincent Pisano <sup>6</sup>       | Connecticut         | 118,856   | 443, JC 64               |
| Maurice R. Schurr                 | Philadelphia        | 117,549   | 929                      |
| William Ferchak                   | New York            | 116,581   | 723                      |
| George J. Vitale                  | Detroit             | 115,393   | 283                      |
| R. Jerry Cook                     | Atlanta             | 114,900   | 528                      |
| C.H. Jones                        | Dallas              | 109,841   | South. Conf.             |
| Theodore R. Cozza                 | Pittsburgh          | 108,999   | 211                      |
| Paul Locigno                      | Cleveland           | 107,914   | Int'l                    |
| Roland P. Wilder                  | Washington, D.C.    | 105,989   | Int'l                    |
| H. Davidoff                       | New York            | 105,758   | 851                      |
| A. Adelstein                      | New York            | 105,245   | 813 & 1034               |
| John Cleveland                    | Washington, D.C.    | 117,033   | Int'l                    |
| Louis D. Richard                  | Washington, D.C.    | 105,152   | Int'l                    |
| Harry A. Marshall                 | Denver              | 105,081   | 17                       |
| Richard Hammond                   | Houston             | 104,842   | 988                      |
| M. Adelstein                      | New York            | 104,709   | 813 & 1034               |
| Norman Greene                     | Washington, D.C.    | 104,652   | Int'l                    |
| Eugene Burroughs                  | Washington, D.C.    | 104,488   | Int'l                    |
| Charles Haddock                   | Dallas              | 102,928   | 745                      |
| Robert Pavolka                    | Tacoma, Wash.       | 102,239   | 599, JC 28, West. Conf.  |
| Delbert Nabors <sup>9</sup>       | Kansas City         | 102,123   | 41                       |
| Richard Malone                    | Kansas City         | 101,317   | 541                      |
| Joseph Konowe                     | New York            | 100,657   | 210                      |

All figures from LM2 and LM3 financial reports filed with the U.S. Department of Labor and compiled by the Washington, D.C. office of TDU. Figures include salaries, allowances and expenses, but do not include multiple pensions, etc.